

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Acuity Brands, Inc.

Meeting Date: 01/06/2021

Country: USA

Primary Security ID: 00508Y102

Record Date: 11/10/2020

Meeting Type: Annual

Ticker: AYI

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Neil M. Ashe	Mgmt	For	For	For
1b	Elect Director W. Patrick Battle	Mgmt	For	For	For
1c	Elect Director Peter C. Browning	Mgmt	For	For	For
1d	Elect Director G. Douglas Dillard, Jr.	Mgmt	For	For	For
1e	Elect Director James H. Hance, Jr.	Mgmt	For	For	For
1f	Elect Director Maya Leibman	Mgmt	For	For	For
1g	Elect Director Laura G. O'Shaughnessy	Mgmt	For	For	For
1h	Elect Director Dominic J. Pileggi	Mgmt	For	For	For
1i	Elect Director Ray M. Robinson	Mgmt	For	For	For
1j	Elect Director Mary A. Winston	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3a	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
3b	Eliminate Supermajority Voting Provision to Remove Directors	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voter Rationale: A vote AGAINST this proposal is warranted. While the company demonstrated sufficient responsiveness to last year's failed say-on-pay vote, additional concerns have been identified for the year in review. Although the annual incentive is primarily determined by pre-set financial metrics, the company utilizes a secondary funding mechanism, which appears to create multiple opportunities for NEOs to receive above-target payouts. Further, the only primary metric to be achieved above threshold had a target which was set below the prior year's performance level. Moreover, the newly appointed CEO received a relatively large equity award, which is mostly composed of time-vesting stock options, and the performance-based portion of the grant only requires the stock price goal to be maintained for ten trading days.

Pioneer Natural Resources Company

Meeting Date: 01/12/2021

Country: USA

Primary Security ID: 723787107

Record Date: 12/07/2020

Meeting Type: Special

Ticker: PXD

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Pioneer Natural Resources Company

Shares Voted: 10,617

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For

Commercial Metals Company

Meeting Date: 01/13/2021

Country: USA

Primary Security ID: 201723103

Record Date: 11/18/2020

Meeting Type: Annual

Ticker: CMC

Shares Voted: 20,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vicki L. Avril-Groves	Mgmt	For	For	For
1.2	Elect Director Barbara R. Smith	Mgmt	For	For	For
1.3	Elect Director Joseph C. Winkler	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Micron Technology, Inc.

Meeting Date: 01/14/2021

Country: USA

Primary Security ID: 595112103

Record Date: 11/18/2020

Meeting Type: Annual

Ticker: MU

Shares Voted: 71,375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

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Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Robert E. Switz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director MaryAnn Wright	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Concho Resources Inc.

Meeting Date: 01/15/2021

Country: USA

Primary Security ID: 20605P101

Record Date: 12/11/2020

Meeting Type: Special

Ticker: CXO

Shares Voted: 12,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against

ConocoPhillips

Meeting Date: 01/15/2021

Country: USA

Primary Security ID: 20825C104

Record Date: 12/11/2020

Meeting Type: Special

Ticker: COP

Shares Voted: 68,806

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For

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D.R. Horton, Inc.

Meeting Date: 01/20/2021

Country: USA

Primary Security ID: 23331A109

Record Date: 11/30/2020

Meeting Type: Annual

Ticker: DHI

Shares Voted: 21,182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald R. Horton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Barbara K. Allen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Brad S. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Michael R. Buchanan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Michael W. Hewatt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Maribess L. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

New Jersey Resources Corporation

Meeting Date: 01/20/2021

Country: USA

Primary Security ID: 646025106

Record Date: 11/30/2020

Meeting Type: Annual

Ticker: NJR

Shares Voted: 16,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director M. William Howard, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Donald L. Correll	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

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New Jersey Resources Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director James H. DeGraffenreidt, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director M. Susan Hardwick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director George R. Zoffinger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Costco Wholesale Corporation

Meeting Date: 01/21/2021

Country: USA

Primary Security ID: 22160K105

Record Date: 11/12/2020

Meeting Type: Annual

Ticker: COST

Shares Voted: 28,365

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan L. Decker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Kenneth D. Denman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Richard A. Galanti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director W. Craig Jelinek	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Sally Jewell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Charles T. Munger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

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Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Intuit Inc.

Meeting Date: 01/21/2021

Country: USA

Primary Security ID: 461202103

Record Date: 11/23/2020

Meeting Type: Annual

Ticker: INTU

Shares Voted: 16,678

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Deborah Liu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Dennis D. Powell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Brad D. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Thomas Szkutak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Raul Vazquez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

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Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Jeff Weiner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Jabil Inc.

Meeting Date: 01/21/2021

Country: USA

Primary Security ID: 466313103

Record Date: 11/30/2020

Meeting Type: Annual

Ticker: JBL

Shares Voted: 23,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Martha F. Brooks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Christopher S. Holland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Timothy L. Main	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mark T. Mondello	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John C. Plant	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Steven A. Raymund	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Thomas A. Sansone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David M. Stout	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

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Institution Account(s): All Institution Accounts

Jabil Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Kathleen A. Walters	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

The Scotts Miracle-Gro Company

Meeting Date: 01/25/2021

Country: USA

Primary Security ID: 810186106

Record Date: 11/30/2020

Meeting Type: Annual

Ticker: SMG

Shares Voted: 7,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas N. Kelly, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Peter E. Shumlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director John R. Vines	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Becton, Dickinson and Company

Meeting Date: 01/26/2021

Country: USA

Primary Security ID: 075887109

Record Date: 12/07/2020

Meeting Type: Annual

Ticker: BDJ

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Becton, Dickinson and Company

Shares Voted: 18,866

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Catherine M. Burzik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director R. Andrew Eckert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Vincent A. Forlenza	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Claire M. Fraser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Christopher Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Marshall O. Larsen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David F. Melcher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Thomas E. Polen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Claire Pomeroy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Rebecca W. Rimel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Timothy M. Ring	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Bertram L. Scott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

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Institution Account(s): All Institution Accounts

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted. As a result of the impact of the pandemic, certain NEOs, other than the CEO, received one-time grants of stock appreciation rights following the end of the fiscal year to offset a portion of the lower value of recently earned or in-flight performance shares. The use of one-time awards as a replacement for forfeited or underperforming performance-based awards is problematic and sufficient mitigating factors have not been identified.</i>					
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as a lower threshold would enhance the current shareholder right to call special meetings.</i>					

Hormel Foods Corporation

Meeting Date: 01/26/2021

Country: USA

Primary Security ID: 440452100

Record Date: 11/27/2020

Meeting Type: Annual

Ticker: HRL

Shares Voted: 17,946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Prama Bhatt	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Gary C. Bhojwani	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Terrell K. Crews	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Stephen M. Lacy	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Elsa A. Murano	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Susan K. Nestegard	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director William A. Newlands	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1h	Elect Director Christopher J. Policinski	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					

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Hormel Foods Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Jose Luis Prado	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Sally J. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director James P. Snee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Steven A. White	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Jacobs Engineering Group Inc.

Meeting Date: 01/26/2021

Country: USA

Primary Security ID: 469814107

Record Date: 11/30/2020

Meeting Type: Annual

Ticker: J

Shares Voted: 8,387

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven J. Demetriou	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Christopher M.T. Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Vincent K. Brooks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Robert C. Davidson, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ralph E. (Ed) Eberhart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Manny Fernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

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Jacobs Engineering Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Georgette D. Kiser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Linda Fayne Levinson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Barbara L. Loughran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Robert A. McNamara	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Peter J. Robertson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Visa Inc.

Meeting Date: 01/26/2021

Country: USA

Primary Security ID: 92826C839

Record Date: 11/27/2020

Meeting Type: Annual

Ticker: V

Shares Voted: 108,234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
1b	Elect Director Mary B. Cranston	Mgmt	For	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	For
1e	Elect Director Ramon Laguarta	Mgmt	For	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For	For
1g	Elect Director Robert W. Matschullat	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For	For

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Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director John A. C. Swainson	Mgmt	For	For	For
1l	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Provide Holders of At Least 15% Class A Common Stock Right to Call Special Meeting	Mgmt	For	For	For
6	Provide Right to Act by Written Consent	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>					
7	Amend Principles of Executive Compensation Program	SH	Against	Against	Against

Washington Federal, Inc.

Meeting Date: 01/26/2021

Country: USA

Primary Security ID: 938824109

Record Date: 11/23/2020

Meeting Type: Annual

Ticker: WAFD

Shares Voted: 13,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark N. Tabbutt	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Brent J. Beardall	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director S. Steven Singh	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

MSC Industrial Direct Co., Inc.

Meeting Date: 01/27/2021

Country: USA

Primary Security ID: 553530106

Record Date: 12/09/2020

Meeting Type: Annual

Ticker: MSM

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

MSC Industrial Direct Co., Inc.

Shares Voted: 8,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mitchell Jacobson	Mgmt	For	Refer	Withhold
1.2	Elect Director Erik Gershwind	Mgmt	For	For	For
1.3	Elect Director Louise Goeser	Mgmt	For	For	For
1.4	Elect Director Michael Kaufmann	Mgmt	For	For	For
1.5	Elect Director Steven Paladino	Mgmt	For	For	For
1.6	Elect Director Philip Peller	Mgmt	For	For	For
1.7	Elect Director Rudina Seseri	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Woodward, Inc.

Meeting Date: 01/27/2021

Country: USA

Primary Security ID: 980745103

Record Date: 11/30/2020

Meeting Type: Annual

Ticker: WWD

Shares Voted: 10,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas A. Gendron	Mgmt	For	For	For
1.2	Elect Director Daniel G. Korte	Mgmt	For	For	For
1.3	Elect Director Ronald M. Sega	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	Against

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Air Products and Chemicals, Inc.

Meeting Date: 01/28/2021

Country: USA

Primary Security ID: 009158106

Record Date: 11/30/2020

Meeting Type: Annual

Ticker: APD

Shares Voted: 14,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan K. Carter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Charles I. Cogut	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Lisa A. Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Chadwick C. Deaton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director David H. Y. Ho	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Edward L. Monser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Matthew H. Paull	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Ashland Global Holdings Inc.

Meeting Date: 01/28/2021

Country: USA

Primary Security ID: 044186104

Record Date: 12/01/2020

Meeting Type: Annual

Ticker: ASH

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Ashland Global Holdings Inc.

Shares Voted: 9,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brendan M. Cummins	Mgmt	For	For	For
1.2	Elect Director William G. Dempsey	Mgmt	For	For	For
1.3	Elect Director Jay V. Ihlenfeld	Mgmt	For	For	For
1.4	Elect Director Wetteny Joseph	Mgmt	For	For	For
1.5	Elect Director Susan L. Main	Mgmt	For	For	For
1.6	Elect Director Guillermo Novo	Mgmt	For	For	For
1.7	Elect Director Jerome A. Peribere	Mgmt	For	For	For
1.8	Elect Director Ricky C. Sandler	Mgmt	For	For	For
1.9	Elect Director Janice J. Teal	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Other Business	Mgmt	For	Against	Against

Voter Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.

Post Holdings, Inc.

Meeting Date: 01/28/2021

Country: USA

Primary Security ID: 737446104

Record Date: 11/23/2020

Meeting Type: Annual

Ticker: POST

Shares Voted: 11,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edwin H. Callison	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director William P. Stirtz	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Post Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Spire, Inc.

Meeting Date: 01/28/2021 **Country:** USA **Primary Security ID:** 84857L101

Record Date: 11/30/2020 **Meeting Type:** Annual **Ticker:** SR

Shares Voted: 9,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark A. Borer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Maria V. Fogarty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Stephen S. Schwartz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Valvoline Inc.

Meeting Date: 01/28/2021 **Country:** USA **Primary Security ID:** 92047W101

Record Date: 11/30/2020 **Meeting Type:** Annual **Ticker:** VVV

Shares Voted: 32,438

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald W. Evans, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Richard J. Freeland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Stephen F. Kirk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Valvoline Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Carol H. Kruse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Stephen E. Macadam	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Vada O. Manager	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Samuel J. Mitchell, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Charles M. Sonstebly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Mary J. Twinem	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/28/2021

Country: USA

Primary Security ID: 931427108

Record Date: 11/30/2020

Meeting Type: Annual

Ticker: WBA

Shares Voted: 47,265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose E. Almeida	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Janice M. Babiak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director David J. Brailer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director William C. Foote	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Ginger L. Graham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director John A. Lederer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Dominic P. Murphy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Stefano Pessina	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director James A. Skinner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. The company's supplemental filing provides additional information on the company's rationale for FY20 pay adjustments. However, the modification to yield payouts despite failure to achieve threshold performance may be viewed as counter to a pay-for-performance philosophy, especially in the context of negative short- and long-term shareholder returns. While annual incentives remained below target after the committee's discretionary adjustments, closing-cycle PSUs were deemed earned slightly above target. Investors have indicated that increases to long-term incentive payouts, particularly for performance cycles ending in 2020, are generally viewed as problematic. Meanwhile, overall equity awards to NEOs other than the CEO were majority time-based in FY20, and the lack of disclosed STI results and forward-looking LTI targets inhibits an assessment of goal rigor.</i>				
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The company has underperformed its peers over the short and long term, and significant concerns are raised with respect to the board's administration of the compensation program. While the lead independent director role is robust, the lead independent director needs to effectively act as a counterweight to both a CEO and an executive chairman. An independent chair policy would simplify the current board leadership structure, which could promote more effective independent oversight.</i>				
6	Report on Health Risks of Continued In-Store Tobacco Sales in the Age of COVID 2021	SH	Against	Against	Against

UGI Corporation

Meeting Date: 01/29/2021

Country: USA

Primary Security ID: 902681105

Record Date: 11/18/2020

Meeting Type: Annual

Ticker: UGI

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

UGI Corporation

Shares Voted: 36,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Frank S. Hermance	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director M. Shawn Bort	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Theodore A. Dosch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Alan N. Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mario Longhi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director William J. Marrazzo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Cindy J. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Kelly A. Romano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director James B. Stallings, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director John L. Walsh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

WestRock Company

Meeting Date: 01/29/2021

Country: USA

Primary Security ID: 96145D105

Record Date: 12/04/2020

Meeting Type: Annual

Ticker: WRK

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

WestRock Company

Shares Voted: 16,585

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Colleen F. Arnold	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Timothy J. Bernlohr	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director J. Powell Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Terrell K. Crews	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Russell M. Currey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Suzan F. Harrison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director John A. Luke, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Gracia C. Martore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director James E. Nevels	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Steven C. Voorhees	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Bettina M. Whyte	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Alan D. Wilson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Energizer Holdings, Inc.

Meeting Date: 02/01/2021

Country: USA

Primary Security ID: 29272W109

Record Date: 12/04/2020

Meeting Type: Annual

Ticker: ENR

Shares Voted: 10,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carlos Abrams-Rivera	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Bill G. Armstrong	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Cynthia J. Brinkley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Rebecca Frankiewicz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Alan R. Hoskins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Kevin J. Hunt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director James C. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Mark S. LaVigne	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Patrick J. Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Nneka L. Rimmer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Robert V. Vitale	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Emerson Electric Co.

Meeting Date: 02/02/2021

Country: USA

Primary Security ID: 291011104

Record Date: 11/24/2020

Meeting Type: Annual

Ticker: EMR

Shares Voted: 38,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark A. Blinn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Arthur F. Golden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Candace Kendle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director James S. Turley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Oshkosh Corporation

Meeting Date: 02/02/2021

Country: USA

Primary Security ID: 688239201

Record Date: 12/07/2020

Meeting Type: Annual

Ticker: OSK

Shares Voted: 11,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Keith J. Allman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Wilson R. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Tyrone M. Jordan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Kimberley Metcalf-Kupres	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Oshkosh Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Stephen D. Newlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Raymond T. Odierno	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Craig P. Omtvedt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Duncan J. Palmer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Sandra E. Rowland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director John S. Shiely	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Proxy Access Bylaw Amendment	SH	Against	For	For
	<i>Voter Rationale: On balance, the proposed amendment would enhance the company's existing right for shareholders while maintaining safeguards on the nomination process. As such, a vote FOR this proposal is warranted.</i>				

Rockwell Automation, Inc.

Meeting Date: 02/02/2021

Country: USA

Primary Security ID: 773903109

Record Date: 12/07/2020

Meeting Type: Annual

Ticker: ROK

Shares Voted: 7,476

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director William P. Gipson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
A2	Elect Director J. Phillip Holloman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
A3	Elect Director Steven R. Kalmanson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Rockwell Automation, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A4	Elect Director Lawrence D. Kingsley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
A5	Elect Director Lisa A. Payne	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Accenture plc

Meeting Date: 02/03/2021

Country: Ireland

Primary Security ID: G1151C101

Record Date: 12/07/2020

Meeting Type: Annual

Ticker: ACN

Shares Voted: 40,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Herbert Hainer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Nancy McKinstry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Beth E. Mooney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Paula A. Price	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David Rowland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Arun Sarin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Julie Sweet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Frank K. Tang	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Tracey T. Travis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
5	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
6	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Atmos Energy Corporation

Meeting Date: 02/03/2021

Country: USA

Primary Security ID: 049560105

Record Date: 12/11/2020

Meeting Type: Annual

Ticker: ATO

Shares Voted: 7,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robert W. Best	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Kim R. Cocklin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Atmos Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Kelly H. Compton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Sean Donohue	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Rafael G. Garza	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Richard K. Gordon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Robert C. Grable	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Nancy K. Quinn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Richard A. Sampson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Stephen R. Springer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Diana J. Walters	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Richard Ware, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Frank Yoho	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Edgewell Personal Care Company

Meeting Date: 02/04/2021

Country: USA

Primary Security ID: 28035Q102

Record Date: 11/27/2020

Meeting Type: Annual

Ticker: EPC

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Edgewell Personal Care Company

Shares Voted: 9,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert W. Black	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director George R. Corbin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Carla C. Hendra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director John C. Hunter, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director James C. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Rod R. Little	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Joseph D. O'Leary	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Rakesh Sachdev	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Swan Sit	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Gary K. Waring	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

CIT Group Inc.

Meeting Date: 02/09/2021

Country: USA

Primary Security ID: 125581801

Record Date: 12/30/2020

Meeting Type: Special

Ticker: CIT

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

CIT Group Inc.

Shares Voted: 17,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For
3	Adjourn Meeting	Mgmt	For	Refer	For

Franklin Resources, Inc.

Meeting Date: 02/09/2021

Country: USA

Primary Security ID: 354613101

Record Date: 12/11/2020

Meeting Type: Annual

Ticker: BEN

Shares Voted: 17,773

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Alexander S. Friedman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Gregory E. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John Y. Kim	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Anthony J. Noto	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director John W. Thiel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Seth H. Waugh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Franklin Resources, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Geoffrey Y. Yang	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan cost is excessive- The three-year average burn rate is excessive- The disclosure of change-in-control ("CIC") vesting treatment is incomplete</i>					

PTC Inc.

Meeting Date: 02/10/2021

Country: USA

Primary Security ID: 69370C100

Record Date: 12/14/2020

Meeting Type: Annual

Ticker: PTC

Shares Voted: 18,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janice Chaffin	Mgmt	For	For	For
1.2	Elect Director Phillip Fernandez	Mgmt	For	For	For
1.3	Elect Director James Heppelmann	Mgmt	For	For	For
1.4	Elect Director Klaus Hoehn	Mgmt	For	For	For
1.5	Elect Director Paul Lacy	Mgmt	For	For	For
1.6	Elect Director Corinna Lathan	Mgmt	For	For	For
1.7	Elect Director Blake Moret	Mgmt	For	For	Withhold
1.8	Elect Director Robert Schechter	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Nielsen Holdings Plc

Meeting Date: 02/11/2021

Country: United Kingdom

Primary Security ID: G6518L108

Record Date: 12/23/2020

Meeting Type: Special

Ticker: NLSN

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Nielsen Holdings Plc

Shares Voted: 22,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Sale of the Global Connect Business	Mgmt	For	Refer	For

Tyson Foods, Inc.

Meeting Date: 02/11/2021

Country: USA

Primary Security ID: 902494103

Record Date: 12/14/2020

Meeting Type: Annual

Ticker: TSN

Shares Voted: 18,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John Tyson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1b	Elect Director Les R. Baledge	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1c	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1d	Elect Director Dean Banks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1e	Elect Director Mike Beebe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1f	Elect Director Maria Claudia Borrás	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1g	Elect Director David J. Bronczek	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1h	Elect Director Mikel A. Durham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1i	Elect Director Jonathan D. Mariner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1j	Elect Director Kevin M. McNamara	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Cheryl S. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1l	Elect Director Jeffrey K. Schomburger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1m	Elect Director Robert Thurber	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1n	Elect Director Barbara A. Tyson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1o	Elect Director Noel White	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Report on Human Rights Due Diligence	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses for human rights due diligence would allow shareholders to better gauge how the company is managing human rights related risks.</i>				
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>				
6	Report on Lobbying Payments and Policy	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses for human rights due diligence would allow shareholders to better gauge how the company is managing human rights related risks.</i>				

PNM Resources, Inc.

Meeting Date: 02/12/2021

Country: USA

Primary Security ID: 69349H107

Record Date: 12/31/2020

Meeting Type: Special

Ticker: PNM

Shares Voted: 14,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

PNM Resources, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Adjourn Meeting	Mgmt	For	Refer	For

Raymond James Financial, Inc.

Meeting Date: 02/18/2021

Country: USA

Primary Security ID: 754730109

Record Date: 12/21/2020

Meeting Type: Annual

Ticker: RJF

Shares Voted: 7,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles G. von Arentschildt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Marlene Debel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Robert M. Dutkowsky	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jeffrey N. Edwards	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Benjamin C. Esty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Anne Gates	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Francis S. Godbold	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Thomas A. James	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Gordon L. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Roderick C. McGeary	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Paul C. Reilly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Raymond James Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Raj Seshadri	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1m	Elect Director Susan N. Story	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Sanderson Farms, Inc.

Meeting Date: 02/18/2021

Country: USA

Primary Security ID: 800013104

Record Date: 12/22/2020

Meeting Type: Annual

Ticker: SAFM

Shares Voted: 3,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John Bierbusse	Mgmt	For	For	For
1.2	Elect Director Mike Cockrell	Mgmt	For	For	For
1.3	Elect Director Edith Kelly-Green	Mgmt	For	For	For
1.4	Elect Director Suzanne T. Mestayer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Human Rights Due Diligence Process	SH	Against	Against	Against

Apple Inc.

Meeting Date: 02/23/2021

Country: USA

Primary Security ID: 037833100

Record Date: 12/28/2020

Meeting Type: Annual

Ticker: AAPL

Shares Voted: 1,008,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Al Gore	Mgmt	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Proxy Access Amendments	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i>					
5	Improve Principles of Executive Compensation Program	SH	Against	Against	Against

AECOM

Meeting Date: 02/24/2021

Country: USA

Primary Security ID: 00766T100

Record Date: 01/11/2021

Meeting Type: Annual

Ticker: ACM

Shares Voted: 28,113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley W. Buss	Mgmt	For	For	For
1.2	Elect Director Robert G. Card	Mgmt	For	For	For
1.3	Elect Director Diane C. Creel	Mgmt	For	For	For
1.4	Elect Director Jacqueline C. Hinman	Mgmt	For	For	For
1.5	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1.6	Elect Director W. Troy Rudd	Mgmt	For	For	For
1.7	Elect Director Clarence T. Schmitz	Mgmt	For	For	For
1.8	Elect Director Douglas W. Stotlar	Mgmt	For	For	For
1.9	Elect Director Daniel R. Tishman	Mgmt	For	For	For
1.10	Elect Director Sander van't Noordende	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

AECOM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Janet C. Wolfenbarger	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For

Voter Rationale: A vote FOR this proposal is warranted, as the company does not disclose a comprehensive lobbying policy, its direct and indirect lobbying expenditures, or board oversight of its lobbying activities.

Deere & Company

Meeting Date: 02/24/2021

Country: USA

Primary Security ID: 244199105

Record Date: 12/31/2020

Meeting Type: Annual

Ticker: DE

Shares Voted: 19,802

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tamra A. Erwin	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Alan C. Heuberger	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Charles O. Holliday, Jr.	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Dipak C. Jain	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Michael O. Johanns	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Clayton M. Jones	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director John C. May	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1h	Elect Director Gregory R. Page	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1i	Elect Director Sherry M. Smith	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Tetra Tech, Inc.

Meeting Date: 02/24/2021

Country: USA

Primary Security ID: 88162G103

Record Date: 12/30/2020

Meeting Type: Annual

Ticker: TTEK

Shares Voted: 9,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Gary R. Birkenbeuel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director Patrick C. Haden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director J. Christopher Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director Joanne M. Maguire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Kimberly E. Ritrievi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director J. Kenneth Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Kirsten M. Volpi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Tetra Tech, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Jack in the Box Inc.

Meeting Date: 02/26/2021	Country: USA	Primary Security ID: 466367109
Record Date: 12/31/2020	Meeting Type: Annual	Ticker: JACK
Shares Voted: 4,000		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David L. Goebel	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Darin S. Harris	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Sharon P. John	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Madeleine A. Kleiner	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Michael W. Murphy	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director James M. Myers	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director David M. Tehle	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1h	Elect Director Vivien M. Yeung	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Nordson Corporation

Meeting Date: 03/02/2021	Country: USA	Primary Security ID: 655663102
Record Date: 01/04/2021	Meeting Type: Annual	Ticker: NDSN

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Nordson Corporation

Shares Voted: 9,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John A. DeFord	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Arthur L. George, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Frank M. Jaehnert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Ginger M. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Jennifer A. Parmentier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

CMC Materials, Inc.

Meeting Date: 03/03/2021

Country: USA

Primary Security ID: 12571T100

Record Date: 01/07/2021

Meeting Type: Annual

Ticker: CCMP

Shares Voted: 5,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara A. Klein	Mgmt	For	For	For
1.2	Elect Director David H. Li	Mgmt	For	For	For
1.3	Elect Director William P. Noglows	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Fair Isaac Corporation

Meeting Date: 03/03/2021

Country: USA

Primary Security ID: 303250104

Record Date: 01/04/2021

Meeting Type: Annual

Ticker: FICO

Shares Voted: 5,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director James D. Kirsner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director William J. Lansing	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Eva Manolis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Marc F. McMorris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Joanna Rees	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David A. Rey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Adient plc

Meeting Date: 03/09/2021

Country: Ireland

Primary Security ID: G0084W101

Record Date: 01/13/2021

Meeting Type: Annual

Ticker: ADNT

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Adient plc

Shares Voted: 16,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie L. Bushman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Peter H. Carlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Raymond L. Conner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Douglas G. Del Grosso	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Richard Goodman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jose M. Gutierrez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Frederick A. "Fritz" Henderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Barb J. Samardzich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Authorise Issue of Equity	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				

The Walt Disney Company

Meeting Date: 03/09/2021

Country: USA

Primary Security ID: 254687106

Record Date: 01/11/2021

Meeting Type: Annual

Ticker: DIS

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

The Walt Disney Company

Shares Voted: 114,455

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan E. Arnold	Mgmt	For	For	For
1b	Elect Director Mary T. Barra	Mgmt	For	For	For
1c	Elect Director Safra A. Catz	Mgmt	For	For	For
1d	Elect Director Robert A. Chapek	Mgmt	For	For	For
1e	Elect Director Francis A. deSouza	Mgmt	For	For	For
1f	Elect Director Michael B.G. Froman	Mgmt	For	For	For
1g	Elect Director Robert A. Iger	Mgmt	For	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1i	Elect Director Mark G. Parker	Mgmt	For	For	For
1j	Elect Director Derica W. Rice	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted. CEO pay and company performance are reasonably aligned for the year in review given the significant reduction in the new CEO's total pay as compared to that of his predecessor. Nevertheless, concerns are raised regarding the compensation committee's responsiveness to several years of low say-on-pay support as well as the continued large size of the former CEO's pay in his current role as executive chairman. The company reached out to and engaged with a broad portion of shareholders and made certain changes to the program surrounding new CEO Chapek's pay. However, the proxy does not disclose shareholders' specific concerns as they relate to the previous year's low vote result. Without specific feedback disclosed in the proxy, shareholders' ability to fully evaluate the committee's responses is significantly inhibited. It is also concerning that no target pay opportunity adjustments were made to Robert Iger's pay in connection with his transition from CEO to executive chairman. As such, he will remain the most highly compensated NEO, with relatively outsized pay opportunities, that do not appropriately reflect the change in role.</i>					
4	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's indirect lobbying-related oversight mechanisms, along with its trade association payments, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>					
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	Against

Toll Brothers, Inc.

Meeting Date: 03/09/2021

Country: USA

Primary Security ID: 889478103

Record Date: 01/14/2021

Meeting Type: Annual

Ticker: TOL

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Toll Brothers, Inc.

Shares Voted: 20,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert I. Toll	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Douglas C. Yearley, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Richard J. Braemer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Stephen F. East	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Christine N. Garvey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Karen H. Grimes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Carl B. Marbach	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director John A. McLean	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Wendell E. Pritchett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Paul E. Shapiro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Analog Devices, Inc.

Meeting Date: 03/10/2021

Country: USA

Primary Security ID: 032654105

Record Date: 01/04/2021

Meeting Type: Annual

Ticker: ADI

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Analog Devices, Inc.

Shares Voted: 23,341

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ray Stata	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Vincent Roche	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director James A. Champy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Anantha P. Chandrakasan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Bruce R. Evans	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Edward H. Frank	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Laurie H. Glimcher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Karen M. Golz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Mark M. Little	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Kenton J. Sicchitano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Susie Wee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Hill-Rom Holdings, Inc.

Meeting Date: 03/10/2021

Country: USA

Primary Security ID: 431475102

Record Date: 01/04/2021

Meeting Type: Annual

Ticker: HRC

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Hill-Rom Holdings, Inc.

Shares Voted: 11,704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William G. Dempsey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John P. Groetelaars	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Gary L. Ellis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Stacy Enxing Seng	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Mary Garrett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director James R. Giertz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director William H. Kucheman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Gregory J. Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Felicia F. Norwood	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Johnson Controls International plc

Meeting Date: 03/10/2021

Country: Ireland

Primary Security ID: G51502105

Record Date: 01/07/2021

Meeting Type: Annual

Ticker: JCI

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Johnson Controls International plc

Shares Voted: 45,813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean Blackwell	Mgmt	For	For	For
1b	Elect Director Pierre Cohade	Mgmt	For	For	For
1c	Elect Director Michael E. Daniels	Mgmt	For	For	For
1d	Elect Director Juan Pablo del Valle Perochena	Mgmt	For	For	For
1e	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1f	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
1g	Elect Director Simone Menne	Mgmt	For	For	For
1h	Elect Director George R. Oliver	Mgmt	For	For	For
1i	Elect Director Jurgen Tinggren	Mgmt	For	For	For
1j	Elect Director Mark Vergnano	Mgmt	For	For	For
1k	Elect Director R. David Yost	Mgmt	For	For	For
1l	Elect Director John D. Young	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>					
3	Authorize Market Purchases of Company Shares	Mgmt	For	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Approve Omnibus Stock Plan	Mgmt	For	For	For
7	Approve the Directors' Authority to Allot Shares	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
8	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

QUALCOMM Incorporated

Meeting Date: 03/10/2021

Country: USA

Primary Security ID: 747525103

Record Date: 01/11/2021

Meeting Type: Annual

Ticker: QCOM

Shares Voted: 71,357

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Mark Fields	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Gregory N. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ann M. Livermore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Harish Manwani	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jamie S. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Steve Mollenkopf	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Clark T. "Sandy" Randt, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Kornelis "Neil" Smit	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Anthony J. Vinciguerra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

TE Connectivity Ltd.

Meeting Date: 03/10/2021 **Country:** Switzerland **Primary Security ID:** H84989104
Record Date: 02/18/2021 **Meeting Type:** Annual **Ticker:** TEL

Shares Voted: 20,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pierre R. Brondeau	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Terrence R. Curtin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Carol A. (John) Davidson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director William A. Jeffrey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director David M. Kerko *Withdrawn Resolution*	Mgmt			
1g	Elect Director Thomas J. Lynch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Heath A. Mitts	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Yong Nam	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Daniel J. Phelan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Mark C. Trudeau	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Laura H. Wright	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Elect Board Chairman Thomas J. Lynch	Mgmt	For	For	For
3a	Elect Daniel J. Phelan as Member of Management Development and Compensation Committee	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR the election of Daniel J. Phelan, Ahbijit Y. Talwalkar, Mark C. Trudeau and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.</i>				
3b	Elect Ahbijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR the election of Daniel J. Phelan, Ahbijit Y. Talwalkar, Mark C. Trudeau and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.</i>				
3c	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR the election of Daniel J. Phelan, Ahbijit Y. Talwalkar, Mark C. Trudeau and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.</i>				
3d	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR the election of Daniel J. Phelan, Ahbijit Y. Talwalkar, Mark C. Trudeau and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.</i>				
4	Designate Rene Schwarzenbach as Independent Proxy	Mgmt	For	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 25, 2020	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR these routine items are warranted.</i>				
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 25, 2020	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR these routine items are warranted.</i>				
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 25, 2020	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR these routine items are warranted.</i>				
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2021	Mgmt	For	For	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For	For
<i>Voter Rationale: Votes FOR these proposals to ratify the auditors are warranted.</i>					
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
9	Approve the Increase in Maximum Aggregate Remuneration of Executive Management	Mgmt	For	For	For
10	Approve Maximum Aggregate Remuneration of Board of Directors	Mgmt	For	For	For
11	Approve Allocation of Available Earnings at September 25, 2020	Mgmt	For	For	For
<i>Voter Rationale: Votes FOR these items are warranted based on the increase in dividend.</i>					
12	Approve Declaration of Dividend	Mgmt	For	For	For
<i>Voter Rationale: Votes FOR these items are warranted based on the increase in dividend.</i>					
13	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
14	Amend Non-Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
15	Amend Omnibus Stock Plan	Mgmt	For	For	For
16	Adjourn Meeting	Mgmt	For	For	For

AmerisourceBergen Corporation

Meeting Date: 03/11/2021

Country: USA

Primary Security ID: 03073E105

Record Date: 01/11/2021

Meeting Type: Annual

Ticker: ABC

Shares Voted: 9,491

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	For
1b	Elect Director Steven H. Collis	Mgmt	For	For	For
1c	Elect Director D. Mark Durcan	Mgmt	For	For	For
1d	Elect Director Richard W. Gochnauer	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

AmerisourceBergen Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Lon R. Greenberg	Mgmt	For	For	For
1f	Elect Director Jane E. Henney	Mgmt	For	For	For
1g	Elect Director Kathleen W. Hyle	Mgmt	For	For	For
1h	Elect Director Michael J. Long	Mgmt	For	For	For
1i	Elect Director Henry W. McGee	Mgmt	For	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voter Rationale: A vote AGAINST this proposal is warranted. The company has provided insufficient disclosure in the proxy statement regarding the impact of a recent \$6.6 billion settlement charge on incentive program results and whether the settlement was considered by the compensation committee. This concern is heightened by a 24 percent increase in total CEO compensation and above-target payouts for short-term and long-term incentive awards, largely resulting from the adjustment. While adjusted incentive metrics are commonly used in incentive programs, investors may expect recognition and explanation by the committee of the magnitude of the adjustment to 2020 financial results and resulting incentive awards.

4	Require Independent Board Chairman	SH	Against	For	For
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Voter Rationale: A vote FOR this proposal is warranted. The company's long-term TSR underperformance coupled with the concerns related to the company's insufficient disclosure surrounding the impact of the settlement charge related to opioid litigation on executive compensation, magnified by other compensation concerns, suggest that the company and its shareholders could benefit from the strongest form of independent oversight in the form of an independent board chair. While ISS acknowledges the company's commitment to split the chair/CEO roles and appoint an independent chair in the future, commencing with the company's next CEO, support for this proposal emphasizes the importance of establishing a policy that mandates an independent chair at this company going forward.

Applied Materials, Inc.

Meeting Date: 03/11/2021 **Country:** USA **Primary Security ID:** 038222105
Record Date: 01/14/2021 **Meeting Type:** Annual **Ticker:** AMAT

Shares Voted: 57,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Adrianna C. Ma	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Require Independent Board Chairman	SH	Against	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted given the absence of concerns related to the company's board leadership structure, corporate governance, or company performance at this time.</i>					
7	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

Cabot Corporation

Meeting Date: 03/11/2021

Country: USA

Primary Security ID: 127055101

Record Date: 01/15/2021

Meeting Type: Annual

Ticker: CBT

Shares Voted: 9,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cynthia A. Arnold	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Douglas G. Del Grosso	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Christine Y. Yan	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

F5 Networks, Inc.

Meeting Date: 03/11/2021

Country: USA

Primary Security ID: 315616102

Record Date: 01/06/2021

Meeting Type: Annual

Ticker: FFIV

Shares Voted: 3,936

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sandra E. Bergeron	Mgmt	For	For	For
1b	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
1c	Elect Director Michel Combes	Mgmt	For	Refer	Against
1d	Elect Director Michael L. Dreyer	Mgmt	For	For	For
1e	Elect Director Alan J. Higginson	Mgmt	For	For	For
1f	Elect Director Peter S. Klein	Mgmt	For	For	For
1g	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
1h	Elect Director Nikhil Mehta	Mgmt	For	For	For
1i	Elect Director Marie E. Myers	Mgmt	For	For	For
1j	Elect Director Sripada Shivananda	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Hologic Inc.

Meeting Date: 03/11/2021

Country: USA

Primary Security ID: 436440101

Record Date: 01/12/2021

Meeting Type: Annual

Ticker: HOLX

Shares Voted: 16,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Sally W. Crawford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Hologic Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Scott T. Garrett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ludwig N. Hantson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Namal Nawana	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Christiana Stamoulis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Amy M. Wendell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the pay-for-performance misalignment for the year in review was not mitigated and further, concerns are raised regarding severance payments and benefits made to an NEO upon his voluntary retirement. For 2020 long-term incentives, the company incorporated a one-year performance period for the new free cash flow metric and the proxy discloses that an additional metric will utilize an annual performance period for fiscal 2021 awards. While some investors may have comfort with temporarily shortened performance periods in response to the pandemic, given that the company made this change prior to March of 2020, it is unclear if the shortened performance periods are meant to be temporary. Most investors prefer for the majority of equity awards to be tied to multi-year performance periods. The rigor of the LTI program's relative TSR target goal also raises some concern, as the metric targets merely the median of peers without an apparent cap on payouts if absolute TSR is negative. In addition, there are significant concerns surrounding the payments and benefits provided to an NEO in connection with his retirement. Specifically, the NEO received severance pay consistent with what he would have received in connection with a qualifying termination, while receiving continued vesting of his time-vesting awards and accelerated vesting of his deferred compensation balance as if he were "retirement eligible," though the proxy did not indicate that his termination was involuntary and states no NEOs were eligible for such retirement benefits during the year in review.</i>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

IHS Markit Ltd.

Meeting Date: 03/11/2021

Country: Bermuda

Primary Security ID: G47567105

Record Date: 01/19/2021

Meeting Type: Special

Ticker: INFO

Shares Voted: 25,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

IHS Markit Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against

National Fuel Gas Company

Meeting Date: 03/11/2021 Country: USA Primary Security ID: 636180101

Record Date: 01/11/2021 Meeting Type: Annual Ticker: NFG

Shares Voted: 15,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David H. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director David P. Bauer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Barbara M. Baumann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Rebecca Ranich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Declassify the Board of Directors	Mgmt	For	For	For
	<i>Voter Rationale: New Mexico favours unclassified board of directors.</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

S&P Global Inc.

Meeting Date: 03/11/2021 Country: USA Primary Security ID: 78409V104

Record Date: 01/19/2021 Meeting Type: Special Ticker: SPGI

Shares Voted: 15,276

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

MAXIMUS, Inc.

Meeting Date: 03/16/2021

Country: USA

Primary Security ID: 577933104

Record Date: 01/15/2021

Meeting Type: Annual

Ticker: MMS

Shares Voted: 10,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John J. Haley	Mgmt	For	For	For
1b	Elect Director Jan D. Madsen	Mgmt	For	For	For
1c	Elect Director Bruce L. Caswell	Mgmt	For	For	For
1d	Elect Director Richard A. Montoni	Mgmt	For	For	For
1e	Elect Director Raymond B. Ruddy	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For

Voter Rationale: A vote FOR this proposal is warranted, as disclosure of the company's direct and indirect lobbying expenditures and decision-making process, along with its public policy priorities and trade association payments, would allow shareholders to better assess the risks and benefits associated with the company's participation in the public policy process.

SYNNEX Corporation

Meeting Date: 03/16/2021

Country: USA

Primary Security ID: 87162W100

Record Date: 01/22/2021

Meeting Type: Annual

Ticker: SNX

Shares Voted: 7,202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin Murai	Mgmt	For	For	For
1.2	Elect Director Dwight Steffensen	Mgmt	For	For	For
1.3	Elect Director Dennis Polk	Mgmt	For	For	For
1.4	Elect Director Fred Breidenbach	Mgmt	For	For	For
1.5	Elect Director Laurie Simon Hodrick	Mgmt	For	For	For
1.6	Elect Director Hau Lee	Mgmt	For	For	For
1.7	Elect Director Matthew Miao	Mgmt	For	Refer	Withhold
1.8	Elect Director Ann Vezina	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

SYNNEX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Thomas Wurster	Mgmt	For	For	For
1.10	Elect Director Duane Zitzner	Mgmt	For	For	For
1.11	Elect Director Andrea Zulberti	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

The Toro Company

Meeting Date: 03/16/2021

Country: USA

Primary Security ID: 891092108

Record Date: 01/19/2021

Meeting Type: Annual

Ticker: TTC

Shares Voted: 18,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janet K. Cooper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Gary L. Ellis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Michael G. Vale	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Agilent Technologies, Inc.

Meeting Date: 03/17/2021

Country: USA

Primary Security ID: 00846U101

Record Date: 01/19/2021

Meeting Type: Annual

Ticker: A

Shares Voted: 19,393

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mala Anand	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Agilent Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Koh Boon Hwee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Michael R. McMullen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Daniel K. Podolsky	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Starbucks Corporation

Meeting Date: 03/17/2021

Country: USA

Primary Security ID: 855244109

Record Date: 01/08/2021

Meeting Type: Annual

Ticker: SBUX

Shares Voted: 74,098

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Rosalind G. Brewer *Withdrawn Resolution*	Mgmt			
1c	Elect Director Andrew Campion	Mgmt	For	For	For
1d	Elect Director Mary N. Dillon	Mgmt	For	For	For
1e	Elect Director Isabel Ge Mahe	Mgmt	For	For	For
1f	Elect Director Melody Hobson	Mgmt	For	For	For
1g	Elect Director Kevin R. Johnson	Mgmt	For	For	For
1h	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1i	Elect Director Satya Nadella	Mgmt	For	For	For
1j	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For
1k	Elect Director Clara Shih	Mgmt	For	For	For
1l	Elect Director Javier G. Teruel	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted. The stated rationale for the CEO's special performance-cash award is insufficient considering the exceedingly large target and maximum opportunities under the award and the fact that this is the second consecutive year CEO Johnson has been granted a special performance award.</i>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	Against

The Cooper Companies, Inc.

Meeting Date: 03/17/2021

Country: USA

Primary Security ID: 216648402

Record Date: 01/21/2021

Meeting Type: Annual

Ticker: COO

Shares Voted: 3,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Colleen E. Jay	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.2	Elect Director William A. Kozy	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.3	Elect Director Jody S. Lindell	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.4	Elect Director Teresa S. Madden	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.5	Elect Director Gary S. Petersmeyer	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.6	Elect Director Robert S. Weiss	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.7	Elect Director Albert G. White, III	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Arrowhead Pharmaceuticals, Inc.

Meeting Date: 03/18/2021

Country: USA

Primary Security ID: 04280A100

Record Date: 01/25/2021

Meeting Type: Annual

Ticker: ARWR

Shares Voted: 17,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher Anzalone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Marianne De Backer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Mauro Ferrari	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Douglass Given	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Oye Olukotun	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Michael S. Perry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director William Waddill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Concerns regarding the high magnitude of the CEO's equity awards are not mitigated by their performance criteria or the company's strong TSR performance. There are also additional concerns regarding the magnitude and structure of non-CEO equity awards, as specific disclosure surrounding sizable grant determinations is lacking and the awards are entirely time-based. Further, the CEO's base salary is relatively high, and the disclosure on bonus payout determination is somewhat lacking with no disclosure of individual performance considerations or a payout cap. Additional concerns are identified regarding enhanced benefits provided to former COO Given in connection with his retirement and transition to an advisor. Specifically, the company extended the term of his vested options and provided him with continued vesting of his RSUs, which is particularly concerning given that he received RSUs with a value nearly double the median total CEO pay at company-selected peers for FY20. The provision of enhanced benefits upon retirement is considered a problematic pay practice, and the proxy does not disclose the specific rationale for providing him with such enhanced benefits, nor does it explain how such benefits serve shareholder interests.</i>				
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Rose, Snyder & Jacobs LLP as Auditors	Mgmt	For	For	For

Keysight Technologies, Inc.

Meeting Date: 03/18/2021

Country: USA

Primary Security ID: 49338L103

Record Date: 01/19/2021

Meeting Type: Annual

Ticker: KEYS

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Keysight Technologies, Inc.

Shares Voted: 11,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald S. Nersesian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Robert A. Rango	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

TransDigm Group Incorporated

Meeting Date: 03/18/2021

Country: USA

Primary Security ID: 893641100

Record Date: 01/27/2021

Meeting Type: Annual

Ticker: TDG

Shares Voted: 3,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Barr	Mgmt	For	For	For
1.2	Elect Director Mervin Dunn	Mgmt	For	Refer	Withhold
1.3	Elect Director Michael S. Graff	Mgmt	For	Refer	Withhold
1.4	Elect Director Sean P. Hennessy	Mgmt	For	Refer	Withhold
1.5	Elect Director W. Nicholas Howley	Mgmt	For	For	For
1.6	Elect Director Raymond F. Laubenthal	Mgmt	For	For	For
1.7	Elect Director Gary E. McCullough	Mgmt	For	For	For
1.8	Elect Director Michele Santana	Mgmt	For	For	For
1.9	Elect Director Robert J. Small	Mgmt	For	Refer	Withhold
1.10	Elect Director John Staer	Mgmt	For	For	For
1.11	Elect Director Kevin Stein	Mgmt	For	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

TransDigm Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Huntington Bancshares Incorporated

Meeting Date: 03/25/2021

Country: USA

Primary Security ID: 446150104

Record Date: 02/11/2021

Meeting Type: Special

Ticker: HBAN

Shares Voted: 65,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
2	Increase Authorized Common Stock	Mgmt	For	Refer	For
3	Adjourn Meeting	Mgmt	For	Refer	For

Jefferies Financial Group Inc.

Meeting Date: 03/25/2021

Country: USA

Primary Security ID: 47233W109

Record Date: 01/28/2021

Meeting Type: Annual

Ticker: JEF

Shares Voted: 37,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda L. Adamany	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Barry J. Alperin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Robert D. Beyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Francisco L. Borges	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Brian P. Friedman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Jefferies Financial Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director MaryAnne Gilmartin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Richard B. Handler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jacob M. Katz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Michael T. O'Kane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Joseph S. Steinberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Following last year's low say-on-pay vote result, the company engaged with shareholders and provided some feedback received during the discussions. However, the company did not make any substantive changes to the pay program for FY2020, and it is unclear whether the shift to a total incentive assessment framework in FY2021 will adequately address shareholders' voiced concerns, particularly given the feedback is disclosed in somewhat vague terms. In addition, total CEO pay increased significantly due to near-maximum payouts under an annual program that provides for an outsized target opportunity, which was further increased by a sizable discretionary bonus paid in connection with the pandemic. These concerns are compounded by the fact that another NEO is compensated at the CEO's level.</i>				
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

TCF Financial Corporation

Meeting Date: 03/25/2021

Country: USA

Primary Security ID: 872307103

Record Date: 02/11/2021

Meeting Type: Special

Ticker: TCF

Shares Voted: 26,630

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For
3	Adjourn Meeting	Mgmt	For	Refer	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts