

VOTE SUMMARY REPORT

Date range covered : 01/01/2022 to 03/31/2022

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Acuity Brands, Inc.

Meeting Date: 01/05/2022 **Country:** USA **Ticker:** AYI
Record Date: 11/10/2021 **Meeting Type:** Annual
Primary Security ID: 00508Y102

Shares Voted: 7,500

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	Refer	Against
1c	Elect Director G. Douglas Dillard, Jr.	Mgmt	For	Refer	Against
1d	Elect Director James H. Hance, Jr.	Mgmt	For	For	For
1e	Elect Director Maya Leibman	Mgmt	For	Refer	Against
1f	Elect Director Laura G. O'Shaughnessy	Mgmt	For	For	For
1g	Elect Director Dominic J. Pileggi	Mgmt	For	Refer	Against
1h	Elect Director Ray M. Robinson	Mgmt	For	For	For
1i	Elect Director Mark J. Sachleben	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
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Commercial Metals Company

Meeting Date: 01/12/2022 **Country:** USA **Ticker:** CMC
Record Date: 11/15/2021 **Meeting Type:** Annual
Primary Security ID: 201723103

Shares Voted: 24,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lisa M. Barton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Gary E. McCullough	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Charles L. Szews	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Commercial Metals Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 01/13/2022 **Country:** USA **Ticker:** MU
Record Date: 11/19/2021 **Meeting Type:** Annual
Primary Security ID: 595112103

Shares Voted: 73,375

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>				
1d	Elect Director Linnie Haynesworth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Robert E. Switz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Valley National Bancorp

Meeting Date: 01/13/2022 **Country:** USA **Ticker:** VLY
Record Date: 11/19/2021 **Meeting Type:** Special
Primary Security ID: 919794107

Shares Voted: 84,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
	<i>Voter Rationale: The strategic rationale is sound, the merger is expected to generate cost savings and be accretive to EPS, the market reacted positively to the merger announcement which may indicate a view that VLY did not overpay, and there is a potential downside risk of non-approval. As such, support FOR the proposed transaction is warranted.</i>				
2	Adjourn Meeting	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR the proposed agenda item is warranted as the underlying transaction warrants support.</i>				

Costco Wholesale Corporation

Meeting Date: 01/20/2022

Country: USA

Ticker: COST

Record Date: 11/11/2021

Meeting Type: Annual

Primary Security ID: 22160K105

Shares Voted: 28,965

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Richard A. Galanti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Hamilton E. James	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director W. Craig Jelinek	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Sally Jewell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Charles T. Munger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director John W. Stanton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Mary Agnes (Maggie) Wilderotter	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

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
4	Report on Charitable Contributions	SH	Against	Against	Against
5	Report on GHG Emissions Reduction Targets	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks</i>					
6	Report on Racial Justice and Food Equity	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/20/2022 **Country:** USA **Ticker:** INTU
Record Date: 11/22/2021 **Meeting Type:** Annual
Primary Security ID: 461202103

Shares Voted: 17,878

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 nominee is warranted.</i>					
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1e	Elect Director Deborah Liu	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1h	Elect Director Dennis D. Powell	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1i	Elect Director Brad D. Smith	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1j	Elect Director Thomas Szkutak	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1k	Elect Director Raul Vazquez	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					

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
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Jabil Inc.

Meeting Date: 01/20/2022 **Country:** USA **Ticker:** JBL
Record Date: 11/30/2021 **Meeting Type:** Annual
Primary Security ID: 466313103

Shares Voted: 28,100

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 Mark T. Mondello	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director John C. Plant	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Steven A. Raymund	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Thomas A. Sansone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David M. Stout	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	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

Azenta, Inc.

Meeting Date: 01/24/2022

Country: USA

Ticker: AZTA

Record Date: 12/03/2021

Meeting Type: Annual

Primary Security ID: 114340102

Shares Voted: 15,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank E. Casal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Robyn C. Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Joseph R. Martin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Erica J. McLaughlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Krishna G. Palepu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Michael Rosenblatt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Stephen S. Schwartz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Alfred Woollacott, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Mark S. Wrighton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Ellen M. Zane	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

The Scotts Miracle-Gro Company

Meeting Date: 01/24/2022

Country: USA

Ticker: SMG

Record Date: 11/29/2021

Meeting Type: Annual

Primary Security ID: 810186106

Shares Voted: 8,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Evans	Mgmt	For	For	For

The Scotts Miracle-Gro Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Stephen L. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Adam Hanft	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Katherine Hagedorn Littlefield	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
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Ashland Global Holdings Inc.

Meeting Date: 01/25/2022 **Country:** USA **Ticker:** ASH
Record Date: 12/01/2021 **Meeting Type:** Annual
Primary Security ID: 044186104

Shares Voted: 11,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brendan M. Cummins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director William G. Dempsey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Jay V. Ihlenfeld	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Wettney Joseph	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Susan L. Main	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Guillermo Novo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Jerome A. Peribere	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Ricky C. Sandler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Ashland Global Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Janice J. Teal	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

Becton, Dickinson and Company

Meeting Date: 01/25/2022 **Country:** USA **Ticker:** BDX
Record Date: 12/06/2021 **Meeting Type:** Annual
Primary Security ID: 075887109

Shares Voted: 18,266

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Catherine M. Burzik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Carrie L. Byington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director R. Andrew Eckert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Claire M. Fraser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Christopher Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Marshall O. Larsen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director David F. Melcher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Thomas E. Polen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Claire Pomeroy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Timothy M. Ring	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Bertram L. Scott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voter Rationale: A vote FOR this proposal is warranted as a lower threshold would enhance the current shareholder right to call special meetings.

Hormel Foods Corporation

Meeting Date: 01/25/2022

Country: USA

Ticker: HRL

Record Date: 12/03/2021

Meeting Type: Annual

Primary Security ID: 440452100

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
1b	Elect Director Gary C. Bhojwani	Mgmt	For	For	For
1c	Elect Director Terrell K. Crews	Mgmt	For	For	For
1d	Elect Director Stephen M. Lacy	Mgmt	For	For	For
1e	Elect Director Elsa A. Murano	Mgmt	For	For	For
1f	Elect Director Susan K. Nestegard	Mgmt	For	For	For
1g	Elect Director William A. Newlands	Mgmt	For	For	For
1h	Elect Director Christopher J. Policinski	Mgmt	For	For	For
1i	Elect Director Jose Luis Prado	Mgmt	For	For	For
1j	Elect Director Sally J. Smith	Mgmt	For	For	For
1k	Elect Director James P. Snee	Mgmt	For	For	For
1l	Elect Director Steven A. White	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 Public Health Impacts of Antibiotic Use in Product Supply Chain	SH	Against	Against	Against

Jacobs Engineering Group Inc.

Meeting Date: 01/25/2022

Country: USA

Ticker: J

Record Date: 11/30/2021

Meeting Type: Annual

Primary Security ID: 469814107

Jacobs Engineering Group Inc.

Shares Voted: 8,487

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 Priya Abani	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Vincent K. Brooks	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>				
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 Barbara L. Loughran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Robert A. McNamara	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	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

Valvoline Inc.

Meeting Date: 01/25/2022

Country: USA

Ticker: VVV

Record Date: 11/29/2021

Meeting Type: Annual

Primary Security ID: 92047W101

Shares Voted: 37,638

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>				

Valvoline Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Stephen F. Kirk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
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. Sonsteby	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

Visa Inc.

Meeting Date: 01/25/2022 **Country:** USA **Ticker:** V
Record Date: 11/26/2021 **Meeting Type:** Annual
Primary Security ID: 92826C839

Shares Voted: 110,734

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Mary B. Cranston	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ramon Laguarta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John F. Lundgren	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Robert W. Matschullat	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Linda J. Rendle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Maynard G. Webb, Jr.	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

Washington Federal, Inc.

Meeting Date: 01/25/2022

Country: USA

Ticker: WAFD

Record Date: 11/22/2021

Meeting Type: Annual

Primary Security ID: 938824109

Shares Voted: 15,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director R. Shawn Bice	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Linda S. Brower	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Sean B. Singleton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Sylvia R. Hampel	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

Accenture plc

Meeting Date: 01/26/2022

Country: Ireland

Ticker: ACN

Record Date: 11/29/2021

Meeting Type: Annual

Primary Security ID: G1151C101

Shares Voted: 41,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Nancy McKinstry	Mgmt	For	For	For
1c	Elect Director Beth E. Mooney	Mgmt	For	For	For
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
1e	Elect Director Paula A. Price	Mgmt	For	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1g	Elect Director Arun Sarin	Mgmt	For	For	For
1h	Elect Director Julie Sweet	Mgmt	For	For	For
1i	Elect Director Frank K. Tang	Mgmt	For	For	For
1j	Elect Director Tracey T. Travis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

D.R. Horton, Inc.

Meeting Date: 01/26/2022 Country: USA Ticker: DHI
 Record Date: 11/30/2021 Meeting Type: Annual

Primary Security ID: 23331A109

Shares Voted: 21,482

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>				

D.R. Horton, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Benjamin S. Carson, Sr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Michael W. Hewatt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	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	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Total pay for the CEO and chairman increased due to annual incentive payouts under a plan that does not provide for meaningful pay caps. As a result, the pay magnitude for Chairman Horton was almost four times that of the median pay to CEOs amongst the company's peers and continues to exceed that of the CEO.</i>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

MSC Industrial Direct Co., Inc.

Meeting Date: 01/26/2022 **Country:** USA **Ticker:** MSM
Record Date: 12/08/2021 **Meeting Type:** Annual
Primary Security ID: 553530106

Shares Voted: 9,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Erik Gershwind	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Louise Goeser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Mitchell Jacobson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Michael Kaufmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Steven Paladino	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Philip Peller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Rudina Seleri	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

MSC Industrial Direct Co., 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

New Jersey Resources Corporation

Meeting Date: 01/26/2022 **Country:** USA **Ticker:** NJR
Record Date: 11/30/2021 **Meeting Type:** Annual
Primary Security ID: 646025106

Shares Voted: 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory E. Aliff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Robert B. Evans	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Thomas C. O'Connor	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

Umpqua Holdings Corporation

Meeting Date: 01/26/2022 **Country:** USA **Ticker:** UMPQ
Record Date: 11/30/2021 **Meeting Type:** Special
Primary Security ID: 904214103

Shares Voted: 45,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
	<i>Voter Rationale: Shareholders may be concerned about the underperformance of UMPQ shares since the announcement, as well as the lack of a sale process. Nonetheless, the strategic rationale appears sound, as the combined company would be positioned as the second largest independent bank focused on the West coast, shareholders are receiving a premium, the deal is expected to generate \$135 million of annual cost synergies equal to 12.5 percent of the combined company's non-interest expenses, and the projected tangible book value dilution is a reasonable 5.9 percent, with an expected 2.6 year earn back period. On balance, in light of reasonable strategic rationale and financial metrics, support FOR the transaction is warranted.</i>				
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST the proposal is warranted. Although equity awards are double trigger and CEO O'Haver's legacy change-in-control provisions are reasonable, O'Haver will receive deferred cash compensation valued at \$5.25 million, effectively paying O'Haver's original cash severance. Further, the proxy does not disclose that payment requires a constructive or involuntary loss of employment. Given that O'Haver is expected to remain with the company post-closing, such payment is effectively deferred single trigger cash severance.</i>				

Umpqua Holdings Corporation

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

Voter Rationale: Support FOR this agenda item is warranted as the underlying transaction warrants support.

Woodward, Inc.

Meeting Date: 01/26/2022 **Country:** USA **Ticker:** WWD
Record Date: 11/29/2021 **Meeting Type:** Annual
Primary Security ID: 980745103

Shares Voted: 12,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rajeev Bhalla	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John D. Cohn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Eileen P. Drake	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Gregg C. Sengstack	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
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Post Holdings, Inc.

Meeting Date: 01/27/2022 **Country:** USA **Ticker:** POST
Record Date: 11/22/2021 **Meeting Type:** Annual
Primary Security ID: 737446104

Shares Voted: 12,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory L. Curl	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Ellen F. Harshman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director David P. Skarie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Post Holdings, Inc.

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
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Spire, Inc.

Meeting Date: 01/27/2022 **Country:** USA **Ticker:** SR
Record Date: 11/30/2021 **Meeting Type:** Annual
Primary Security ID: 84857L101

Shares Voted: 10,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carrie J. Hightman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Brenda D. Newberry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Suzanne Sitherwood	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Mary Ann Van Lokeren	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

Walgreens Boots Alliance, Inc.

Meeting Date: 01/27/2022 **Country:** USA **Ticker:** WBA
Record Date: 11/29/2021 **Meeting Type:** Annual
Primary Security ID: 931427108

Shares Voted: 46,965

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For
1b	Elect Director David J. Brailer	Mgmt	For	For	For
1c	Elect Director Rosalind G. Brewer	Mgmt	For	For	For
1d	Elect Director William C. Foote	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Ginger L. Graham	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.</i>				
1f	Elect Director Valerie B. Jarrett	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.</i>				
1g	Elect Director John A. Lederer	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.</i>				
1h	Elect Director Dominic P. Murphy	Mgmt	For	For	For
1i	Elect Director Stefano Pessina	Mgmt	For	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST the proposal is warranted. In response to last year's failed say-on-pay vote, the proxy included disclosure regarding feedback received from shareholders. However, disclosure of engagement efforts was incomplete and, more concerning, the pay program changes did not fully address the most prominent shareholder concern regarding the use of positive discretion to increase 2020 closing cycle LTI earnouts. In addition, a mitigated pay-for-performance misalignment exists for the year in review. The annual bonus was based on pre-set objective metrics with clear disclosure regarding the payout structure, targets, and actual performance, though a concern is noted regarding the use of an individual performance modifier, particularly given shareholder feedback regarding the use of positive discretion. The long-term incentive program is half performance-conditioned equity, which utilizes a multi-year performance period. Though forward-looking targets were not disclosed, these goals are disclosed retroactively at the end of the performance period.</i>				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	Against
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.</i>				
6	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Against	Against	Against

UGI Corporation

Meeting Date: 01/28/2022 **Country:** USA **Ticker:** UGI
Record Date: 11/18/2021 **Meeting Type:** Annual
Primary Security ID: 902681105

Shares Voted: 43,200

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 nominee is warranted.</i>				

UGI Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Roger Perreault	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Kelly A. Romano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director James B. Stallings, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	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	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

WestRock Company

Meeting Date: 01/28/2022

Country: USA

Ticker: WRK

Record Date: 12/03/2021

Meeting Type: Annual

Primary Security ID: 96145D105

Shares Voted: 16,985

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>				

WestRock Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Gracia C. Martore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director James E. Nevels	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David B. Sewell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Energizer Holdings, Inc.

Meeting Date: 01/31/2022 **Country:** USA **Ticker:** ENR
Record Date: 11/30/2021 **Meeting Type:** Annual
Primary Security ID: 29272W109

Shares Voted: 12,000

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 Kevin J. Hunt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Energizer Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Mark S. LaVigne	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Patrick J. Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Donal L. Mulligan	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
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

PTC Inc.

Meeting Date: 01/31/2022 **Country:** USA **Ticker:** PTC
Record Date: 12/02/2021 **Meeting Type:** Annual
Primary Security ID: 69370C100

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark Benjamin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Janice Chaffin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director James Heppelmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Klaus Hoehn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Paul Lacy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Corinna Lathan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

PTC Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Blake Moret	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Robert Schechter	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

CyrusOne Inc.

Meeting Date: 02/01/2022 **Country:** USA **Ticker:** CONE
Record Date: 12/23/2021 **Meeting Type:** Special
Primary Security ID: 23283R100

Shares Voted: 25,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
	<i>Voter Rationale: Given the premium to the shares' all-time closing high, the reasonable sale process, and the cash form of consideration, which provides certainty of value, support FOR the transaction is warranted.</i>				
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. While NEOs' cash severance is double trigger and reasonably based, equity awards are subject to single-trigger vesting, and the performance-based equity awards will be deemed earned at maximum performance without a clear, compelling rationale disclosed in the proxy. Additionally, certain NEOs' retention bonuses are sizable and have a relatively short retention requirement.</i>				
3	Adjourn Meeting	Mgmt	For	Refer	For
	<i>Voter Rationale: Support FOR this proposal is warranted, as the underlying transaction merits support.</i>				

Emerson Electric Co.

Meeting Date: 02/01/2022 **Country:** USA **Ticker:** EMR
Record Date: 11/23/2021 **Meeting Type:** Annual
Primary Security ID: 291011104

Shares Voted: 39,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joshua B. Bolten	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Corporate Governance and Nominating Committee Chair Joshua Bolten is warranted, with caution. The company's governing documents continue to prohibit shareholders from amending the bylaws. A vote FOR the remaining directors is warranted.</i>				

Emerson Electric Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director William H. Easter, III	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR Corporate Governance and Nominating Committee Chair Joshua Bolten is warranted, with caution. The company's governing documents continue to prohibit shareholders from amending the bylaws. A vote FOR the remaining directors is warranted.</i>					
1.3	Elect Director Surendralal (Lal) L. Karsanbhai	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR Corporate Governance and Nominating Committee Chair Joshua Bolten is warranted, with caution. The company's governing documents continue to prohibit shareholders from amending the bylaws. A vote FOR the remaining directors is warranted.</i>					
1.4	Elect Director Lori M. Lee	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR Corporate Governance and Nominating Committee Chair Joshua Bolten is warranted, with caution. The company's governing documents continue to prohibit shareholders from amending the bylaws. A vote FOR the remaining directors 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

Rockwell Automation, Inc.

Meeting Date: 02/01/2022 **Country:** USA **Ticker:** ROK
Record Date: 12/06/2021 **Meeting Type:** Annual
Primary Security ID: 773903109

Shares Voted: 7,376

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director James P. Keane	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
A2	Elect Director Blake D. Moret	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
A3	Elect Director Thomas W. Rosamilia	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
A4	Elect Director Patricia A. Watson	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

Cerence Inc.

Meeting Date: 02/02/2022 **Country:** USA **Ticker:** CRNC
Record Date: 12/14/2021 **Meeting Type:** Annual
Primary Security ID: 156727109

Cerence Inc.

Shares Voted: 7,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arun Sarin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Kristi Ann Matus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Stefan Ortmanns	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify BDO USA, 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

Air Products and Chemicals, Inc.

Meeting Date: 02/03/2022

Country: USA

Ticker: APD

Record Date: 12/07/2021

Meeting Type: Annual

Primary Security ID: 009158106

Shares Voted: 14,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles I. Cogut	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Lisa A. Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David H. Y. Ho	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Edward L. Monser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Matthew H. Paull	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Wayne T. Smith	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

Atmos Energy Corporation

Meeting Date: 02/09/2022

Country: USA

Ticker: ATO

Record Date: 12/13/2021

Meeting Type: Annual

Primary Security ID: 049560105

Shares Voted: 8,300

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 Kim R. Cocklin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Kelly H. Compton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Sean Donohue	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Rafael G. Garza	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Richard K. Gordon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Nancy K. Quinn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Richard A. Sampson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Diana J. Walters	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Frank Yoho	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Tyson Foods, Inc.

Meeting Date: 02/10/2022

Country: USA

Ticker: TSN

Record Date: 12/13/2021

Meeting Type: Annual

Primary Security ID: 902494103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. 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 Mike Beebe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1d	Elect Director Maria Claudia Borrás	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1e	Elect Director David J. Bronczek	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1f	Elect Director Mikel A. Durham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1g	Elect Director Donnie King	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1h	Elect Director Jonathan D. Mariner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1i	Elect Director Kevin M. McNamara	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1j	Elect Director Cheryl S. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1k	Elect Director Jeffrey K. Schomburger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1l	Elect Director Barbara A. Tyson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1m	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	Report on Sustainable Packaging Efforts	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's metrics and targets related to the use of plastic packaging would allow shareholders to better assess its management of associated financial, environmental, and reputational risks.</i>				

Oshkosh Corporation

Meeting Date: 02/22/2022

Country: USA

Ticker: OSK

Record Date: 12/16/2021

Meeting Type: Annual

Primary Security ID: 688239201

Oshkosh Corporation

Shares Voted: 14,200

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 Douglas L. Davis	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>				
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 Duncan J. Palmer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director John C. Pfeifer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Sandra E. Rowland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	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

Deere & Company

Meeting Date: 02/23/2022

Country: USA

Ticker: DE

Record Date: 12/31/2021

Meeting Type: Annual

Primary Security ID: 244199105

Shares Voted: 17,302

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Tamra A. Erwin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Alan C. Heuberger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Charles O. Holliday, Jr.	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>				
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
4	Approve Non-Employee Director Restricted Stock Plan	Mgmt	For	For	For
5	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	SH	Against	Against	Against

Franklin Resources, Inc.

Meeting Date: 02/23/2022 **Country:** USA **Ticker:** BEN
Record Date: 12/27/2021 **Meeting Type:** Annual
Primary Security ID: 354613101

Shares Voted: 17,173

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>				

Franklin Resources, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Karen M. King	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Anthony J. Noto	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director John W. Thiel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Seth H. Waugh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	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

Compass Minerals International, Inc.

Meeting Date: 02/24/2022

Country: USA

Ticker: CMP

Record Date: 12/27/2021

Meeting Type: Annual

Primary Security ID: 20451N101

Shares Voted: 7,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin S. Crutchfield	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				
1b	Elect Director Eric Ford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				
1c	Elect Director Gareth T. Joyce	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				
1d	Elect Director Joseph E. Reece	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				
1e	Elect Director Lori A. Walker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				

Compass Minerals International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Paul S. Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				
1g	Elect Director Amy J. Yoder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all 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 Ernst & Young LLP as Auditor	Mgmt	For	For	For

Raymond James Financial, Inc.

Meeting Date: 02/24/2022 **Country:** USA **Ticker:** RJF
Record Date: 12/22/2021 **Meeting Type:** Annual
Primary Security ID: 754730109

Shares Voted: 11,275

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

Raymond James Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	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
3a	Increase Authorized Common Stock	Mgmt	For	For	For
3b	Revise Certain Provisions Governing Capital Stock	Mgmt	For	For	For
3c	Amend Articles of Incorporation	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Colfax Corporation

Meeting Date: 02/28/2022 **Country:** USA **Ticker:** CFX
Record Date: 01/10/2022 **Meeting Type:** Special
Primary Security ID: 194014106

Shares Voted: 28,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reverse Stock Split	Mgmt	For	Refer	For
<i>Voter Rationale: A vote FOR this proposal is warranted given that the number of authorized shares would be proportionally reduced following the reverse stock split.</i>					
2	Adjourn Meeting	Mgmt	For	Refer	For
<i>Voter Rationale: A vote FOR this proposal is warranted as Item 1 merits shareholder support.</i>					

AECOM

Meeting Date: 03/01/2022 **Country:** USA **Ticker:** ACM
Record Date: 01/05/2022 **Meeting Type:** Annual
Primary Security ID: 00766T100

Shares Voted: 30,613

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley W. Buss	Mgmt	For	For	For
<i>Voter Rationale: A vote AGAINST Daniel Tishman is warranted for serving as a non-independent member of a key board committee. A vote FOR governance and nominating committee chair Bradley W. Buss is warranted, with caution, given the partial responsiveness to last year's majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted.</i>					
1.2	Elect Director Robert G. Card	Mgmt	For	For	For
<i>Voter Rationale: A vote AGAINST Daniel Tishman is warranted for serving as a non-independent member of a key board committee. A vote FOR governance and nominating committee chair Bradley W. Buss is warranted, with caution, given the partial responsiveness to last year's majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Diane C. Creel	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Daniel Tishman is warranted for serving as a non-independent member of a key board committee. A vote FOR governance and nominating committee chair Bradley W. Buss is warranted, with caution, given the partial responsiveness to last year's majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Lydia H. Kennard	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Daniel Tishman is warranted for serving as a non-independent member of a key board committee. A vote FOR governance and nominating committee chair Bradley W. Buss is warranted, with caution, given the partial responsiveness to last year's majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director W. Troy Rudd	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Daniel Tishman is warranted for serving as a non-independent member of a key board committee. A vote FOR governance and nominating committee chair Bradley W. Buss is warranted, with caution, given the partial responsiveness to last year's majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director Clarence T. Schmitz	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Daniel Tishman is warranted for serving as a non-independent member of a key board committee. A vote FOR governance and nominating committee chair Bradley W. Buss is warranted, with caution, given the partial responsiveness to last year's majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Douglas W. Stotlar	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Daniel Tishman is warranted for serving as a non-independent member of a key board committee. A vote FOR governance and nominating committee chair Bradley W. Buss is warranted, with caution, given the partial responsiveness to last year's majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted.</i>				
1.8	Elect Director Daniel R. Tishman	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Daniel Tishman is warranted for serving as a non-independent member of a key board committee. A vote FOR governance and nominating committee chair Bradley W. Buss is warranted, with caution, given the partial responsiveness to last year's majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director Sander van't Noordende	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Daniel Tishman is warranted for serving as a non-independent member of a key board committee. A vote FOR governance and nominating committee chair Bradley W. Buss is warranted, with caution, given the partial responsiveness to last year's majority-supported shareholder proposal. A vote FOR the remaining director nominees is warranted.</i>				
1.10	Elect Director Janet C. Wolfenbarger	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Daniel Tishman is warranted for serving as a non-independent member of a key board committee. A vote FOR governance and nominating committee chair Bradley W. Buss is warranted, with caution, given the partial responsiveness to last year's majority-supported shareholder proposal. A vote FOR the remaining 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

Fair Isaac Corporation

Meeting Date: 03/01/2022

Country: USA

Ticker: FICO

Record Date: 01/04/2022

Meeting Type: Annual

Primary Security ID: 303250104

Fair Isaac Corporation

Shares Voted: 5,700

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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Nordson Corporation

Meeting Date: 03/01/2022

Country: USA

Ticker: NDSN

Record Date: 01/03/2022

Meeting Type: Annual

Primary Security ID: 655663102

Shares Voted: 11,200

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 Jennifer A. Parmentier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Victor L. Richey, Jr.	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

Nordson 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

Tetra Tech, Inc.

Meeting Date: 03/01/2022 **Country:** USA **Ticker:** TTEK
Record Date: 01/03/2022 **Meeting Type:** Annual
Primary Security ID: 88162G103

Shares Voted: 11,200

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 AGAINST Nominating Committee chairman Joanne Maguire is warranted for lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Gary R. Birkenbeuel	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Nominating Committee chairman Joanne Maguire is warranted for lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director J. Christopher Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Nominating Committee chairman Joanne Maguire is warranted for lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Joanne M. Maguire	Mgmt	For	For	Against
	<i>Voter Rationale: A vote AGAINST Nominating Committee chairman Joanne Maguire is warranted for lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Kimberly E. Ritrievi	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Nominating Committee chairman Joanne Maguire is warranted for lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director J. Kenneth Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Nominating Committee chairman Joanne Maguire is warranted for lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Kirsten M. Volpi	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Nominating Committee chairman Joanne Maguire is warranted for lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				

CMC Materials, Inc.

Meeting Date: 03/03/2022 **Country:** USA **Ticker:** CCMP
Record Date: 01/25/2022 **Meeting Type:** Special
Primary Security ID: 12571T100

CMC Materials, Inc.

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
	<i>Voter Rationale: Despite concerns regarding the negotiated sales process, the shareholders are receiving a premium to the unaffected share price, the strategic rationale appears sound with the merger expected to generate meaningful cost synergies, there is a potential downside risk of non-approval, and the balanced form of consideration provides shareholders liquidity and certainty of value while allowing shareholders to participate in the potential upside of the combined company. On balance, a vote FOR this proposal is warranted</i>				
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. NEOs are entitled to full cash severance for a voluntary termination during the 30 days following the one-year merger anniversary (i.e. modified single-trigger severance). Furthermore, all unvested time-based equity will automatically accelerate at time of merger.</i>				
3	Adjourn Meeting	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted.</i>				

Apple Inc.

Meeting Date: 03/04/2022

Country: USA

Ticker: AAPL

Record Date: 01/03/2022

Meeting Type: Annual

Primary Security ID: 037833100

Shares Voted: 954,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Tim Cook	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Al Gore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Alex Gorsky	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Andrea Jung	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Art Levinson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Monica Lozano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Ron Sugar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Sue Wagner	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	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, due to concerns around equity award design and pay magnitude. While the CEO's FY21 equity award marks his first LTI award since his mega award 10 years ago, half of the \$75 million award is purely time-based, and the award would continue to vest in full in the event of his retirement. Further, the company does not disclose that the award is intended to cover multiple years of future awards, despite its large size, and CEO Cook received another sizable grant of equity after the end of the fiscal year. In addition, notwithstanding that Apple is the largest company in its peer group, other NEOs consistently receive equity awards with values that approach the median total CEO pay of peers, and CEO Cook's relatively high base salary contributes to significant STI payout opportunities.</i>				
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Articles of Incorporation to become a Social Purpose Corporation	SH	Against	Against	Against
6	Approve Revision of Transparency Reports	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional information regarding the company's policies and processes regarding freedom of expression and access to information would help shareholders gauge the company's management of related reputational risk.</i>				
7	Report on Forced Labor	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as increased transparency on Apple's supply chain policies and processes could help alleviate growing risks related to manufacturing in certain regions.</i>				
8	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>				
9	Report on Civil Rights Audit	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Apple's efforts to address the issue of any inequality in its workforce and its management of related risks.</i>				
10	Report on Concealment Clauses	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's standard arbitration provision has on Apple's employees may bring information to light that could result in improved recruitment, development and retention and could help the company prepare for pending federal legislation on the matter.</i>				

Jack in the Box Inc.

Meeting Date: 03/04/2022	Country: USA	Ticker: JACK
Record Date: 01/07/2022	Meeting Type: Annual	
Primary Security ID: 466367109		

Shares Voted: 4,700

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>				

Jack in the Box Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Allow Shareholder Meetings to be Held in Virtual Format	SH	None	For	For
6	Report on Sustainable Packaging	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.</i>				

Adient plc

Meeting Date: 03/08/2022 **Country:** Ireland **Ticker:** ADNT
Record Date: 01/12/2022 **Meeting Type:** Annual
Primary Security ID: G0084W101

Shares Voted: 19,500

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>				

Adient plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Ricky T. 'Rick' Dillon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Richard Goodman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jose M. Gutierrez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Frederick A. 'Fritz' Henderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	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	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>				
5	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>				

Toll Brothers, Inc.

Meeting Date: 03/08/2022 **Country:** USA **Ticker:** TOL
Record Date: 01/13/2022 **Meeting Type:** Annual

Primary Security ID: 889478103

Shares Voted: 23,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas C. Yearley, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Stephen F. East	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Christine N. Garvey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Karen H. Grimes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Toll Brothers, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Derek T. Kan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Carl B. Marbach	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director John A. McLean	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Wendell E. Pritchett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Paul E. Shapiro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Scott D. Stowell	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: 03/09/2022 **Country:** USA **Ticker:** ADI
Record Date: 01/03/2022 **Meeting Type:** Annual
Primary Security ID: 032654105

Shares Voted: 32,886

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 Tunc Doluca	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Bruce R. Evans	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Edward H. Frank	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Laurie H. Glimcher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Karen M. Golz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Mercedes Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Kenton J. Sicchitano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	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	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Johnson Controls International plc

Meeting Date: 03/09/2022

Country: Ireland

Ticker: JCI

Record Date: 01/06/2022

Meeting Type: Annual

Primary Security ID: G51502105

Shares Voted: 43,513

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean Blackwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Pierre Cohade	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael E. Daniels	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director W. Roy Dunbar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Simone Menne	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director George R. Oliver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Jurgen Tinggren	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Mark Vergnano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director R. David Yost	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director John D. Young	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
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 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>				
7	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>				

QUALCOMM Incorporated

Meeting Date: 03/09/2022 **Country:** USA **Ticker:** QCOM
Record Date: 01/10/2022 **Meeting Type:** Annual
Primary Security ID: 747525103

Shares Voted: 68,857

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 Cristiano R. Amon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Mark Fields	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Gregory N. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Ann M. Livermore	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 Irene B. Rosenfeld	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Anthony J. Vinciquerra	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

TE Connectivity Ltd.

Meeting Date: 03/09/2022 **Country:** Switzerland **Ticker:** TEL
Record Date: 02/17/2022 **Meeting Type:** Annual
Primary Security ID: H84989104

Shares Voted: 20,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence R. Curtin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Carol A. (John) Davidson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Lynn A. Dugle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director William A. Jeffrey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Thomas J. Lynch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Heath A. Mitts	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Yong Nam	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Mark C. Trudeau	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	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 Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.</i>				
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.</i>				
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR the election of Abhijit 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 24, 2021	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 24, 2021	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 24, 2021	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

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 2022	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
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
9	Approve Remuneration of Executive Management in the Amount of USD 49.9 Million	Mgmt	For	For	For
10	Approve Remuneration of Board of Directors in the Amount of USD 4 Million	Mgmt	For	For	For
11	Approve Allocation of Available Earnings at September 24, 2021	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR these items are warranted due to a lack of concerns.</i>					
12	Approve Declaration of Dividend	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR these items are warranted due to a lack of concerns.</i>					
13	Authorize Share Repurchase Program	Mgmt	For	For	For
14	Approve Renewal of Authorized Capital	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request would allow for a capital increase without preemptive rights for more than 10 percent of the issued share capital.</i>					
15	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
16	Adjourn Meeting	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted given that it is not narrowly crafted and there is an item on the agenda that does not warrant support.</i>					

The Walt Disney Company

Meeting Date: 03/09/2022

Country: USA

Ticker: DIS

Record Date: 01/10/2022

Meeting Type: Annual

Primary Security ID: 254687106

Shares Voted: 110,955

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 Amy L. Chang	Mgmt	For	For	For
1e	Elect Director Robert A. Chapek	Mgmt	For	For	For
1f	Elect Director Francis A. deSouza	Mgmt	For	For	For

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Michael B.G. Froman	Mgmt	For	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1i	Elect Director Calvin R. McDonald	Mgmt	For	For	For
1j	Elect Director Mark G. Parker	Mgmt	For	For	For
1k	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	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><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></p>					
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as lowering the threshold to call special meetings would enhance the rights of shareholders.</i></p>					
6	Report on Human Rights Due Diligence	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as increased transparency on Disney's supply chain policies and processes could help alleviate growing risks related to manufacturing and operations in certain regions.</i></p>					
7	Report on Gender/Racial Pay Gap	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i></p>					
8	Report on Workplace Non-Discrimination Audit	SH	Against	Against	Against

AmerisourceBergen Corporation

Meeting Date: 03/10/2022 **Country:** USA **Ticker:** ABC
Record Date: 01/10/2022 **Meeting Type:** Annual
Primary Security ID: 03073E105

Shares Voted: 9,091

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
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

AmerisourceBergen Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
<p><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 factor(s):- The plan cost is excessive;- The estimated duration of available and proposed shares exceeds six years;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and- The plan allows broad discretion to accelerate vesting.</i></p>					
5	Adopt a Policy That No Financial Metric Be Adjusted to Exclude Legal or Compliance Costs in Determining Executive Compensation	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, in light of the significant shareholder concerns recently raised regarding the company's exclusion of certain litigation-related costs from the executive compensation program, along with the magnitude of the 2020 opioid-related litigation accrual and the continued exclusion of a similar accrual from the 2021 incentive program. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive.</i></p>					
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.</i></p>					

Applied Materials, Inc.

Meeting Date: 03/10/2022 **Country:** USA **Ticker:** AMAT
Record Date: 01/12/2022 **Meeting Type:** Annual
Primary Security ID: 038222105

Shares Voted: 55,786

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Judy Bruner	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					

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
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Adrianna C. Ma	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Scott A. McGregor	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
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 it would further enhance shareholders' existing right to call special meetings.</i>				
5	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

Cabot Corporation

Meeting Date: 03/10/2022

Country: USA

Ticker: CBT

Record Date: 01/18/2022

Meeting Type: Annual

Primary Security ID: 127055101

Shares Voted: 11,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael M. Morrow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Sue H. Rataj	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Frank A. Wilson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Matthias L. Wolfgruber	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

F5, Inc.

Meeting Date: 03/10/2022

Country: USA

Ticker: FFIV

Record Date: 01/05/2022

Meeting Type: Annual

Primary Security ID: 315616102

Shares Voted: 3,636

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sandra E. Bergeron	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael L. Dreyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Alan J. Higginson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Peter S. Klein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Nikhil Mehta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Michael F. Montoya	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Marie E. Myers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director James M. Phillips	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Sripada Shivananda	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 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: 03/10/2022

Country: USA

Ticker: HOLX

Record Date: 01/11/2022

Meeting Type: Annual

Primary Security ID: 436440101

Shares Voted: 15,450

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>				
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 compensation committee demonstrated limited responsiveness to last year's low say-on-pay vote result. Although the company disclosed engagement efforts, certain feedback received from shareholders, and addressed one area of concern expressed by shareholders through certain changes to the LTI program, feedback surrounding two other areas of concern - a special bonus and enhanced retirement benefits - is vague. Such vague feedback makes it difficult for investors to assess what actions would be responsive to shareholders concerns. Further, the company did not make any substantial changes or firm commitments in respect of these noted concerns.</i>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

National Fuel Gas Company

Meeting Date: 03/10/2022

Country: USA

Ticker: NFG

Record Date: 01/10/2022

Meeting Type: Annual

Primary Security ID: 636180101

Shares Voted: 18,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Carroll	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Steven C. Finch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

National Fuel Gas Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Joseph N. Jaggers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director David F. Smith	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

Discovery, Inc.

Meeting Date: 03/11/2022 **Country:** USA **Ticker:** DISCA
Record Date: 01/18/2022 **Meeting Type:** Special
Primary Security ID: 25470F104

Shares Voted: 10,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Approve Reclassification of Discovery Capital stock Issued and Outstanding or Held by Discovery as Treasury Stock	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as it facilitates the elimination of the existing multi-class capital structure and therefore would represent an improvement to shareholder rights.</i>				
1B	Increase Authorized Common Stock	Mgmt	For	Refer	For
	<i>Voter Rationale: The size of the proposed increase in authorized common shares is above the allowable threshold, which may be concerning to some shareholders. However, approval of this proposal would facilitate the merger (Item 2) which would result in the elimination of the company's existing multi-class capital structure. Given the improvement in shareholder rights as a result of the elimination of the existing capital structure, a vote FOR this proposal is warranted with caution.</i>				
1C	Increase Authorized Preferred Stock	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. The proposed increase in authorized preferred shares is excessive and the board has not specifically stated that the shares of preferred stock will not be used for anti-takeover purposes.</i>				
1D	Declassify the Board of Directors	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>				
1E	Approve All Other Changes in Connection with the Charter Amendment	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as, on balance, the proposed changes represent an improvement to shareholder rights.</i>				
2	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted given the sound strategic rationale which will provide existing shareholders the ability to participate in the potential upside of a combined company with significant economies of scale. Additionally, the transaction will result in the elimination of the existing multi-class capital structure and thus materially improve shareholder rights.</i>				
3	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. Although a portion of the CEO's outstanding equity is subject to single trigger vesting, the remainder of the CEO's equity requires a qualifying termination. In addition, cash severance requires a qualifying termination, is reasonably based, and no excise gross-ups are payable. Further, the transaction will not constitute a change in control for purposes of the CEO's new employment agreement.</i>				

Mimecast Limited

Meeting Date: 03/11/2022

Country: Jersey

Ticker: MIME

Record Date: 03/09/2022

Meeting Type: Court

Primary Security ID: G14838109

Shares Voted: 12,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	Refer	For

Voter Rationale: A vote FOR this proposal is warranted in light of the reasonably thorough review of strategic alternatives and the certainty and premium implied by the all-cash offer. In addition, there is potential downside risk of non-approval given Mimecast's shares outperformance relative to peers.

Mimecast Limited

Meeting Date: 03/11/2022

Country: Jersey

Ticker: MIME

Record Date: 03/09/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: G14838109

Shares Voted: 12,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	Refer	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For

Voter Rationale: A vote FOR this proposal is warranted in light of the reasonably thorough review of strategic alternatives and the certainty and premium implied by the all-cash offer. In addition, there is potential downside risk of non-approval given Mimecast's shares outperformance relative to peers.

Voter Rationale: A vote FOR this proposal is warranted. Although half of all equity awards will be subject to accelerated vesting at the time of the merger, cash severance is only payable upon a qualifying termination and is reasonably based, and no NEOs are eligible for excise tax gross-ups.

Maximus, Inc.

Meeting Date: 03/15/2022

Country: USA

Ticker: MMS

Record Date: 01/14/2022

Meeting Type: Annual

Primary Security ID: 577933104

Shares Voted: 12,700

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 Anne K. Altman	Mgmt	For	For	For

Voter Rationale: A vote FOR the director nominees is warranted.

Voter Rationale: A vote FOR the director nominees is warranted.

Maximus, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Bruce L. Caswell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Richard A. Montoni	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Raymond B. Ruddy	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	Report on Third-Party Racial Equity Audit	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted, as additional disclosure could help shareholders assess the impacts of the company's business operations on racial and ethnic minority communities.</i>				

TD SYNEX Corporation

Meeting Date: 03/15/2022 **Country:** USA **Ticker:** SNX
Record Date: 01/21/2022 **Meeting Type:** Annual
Primary Security ID: 87162W100

Shares Voted: 8,602

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dennis Polk	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao and Merline Saintil for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Robert Kalsow-Ramos	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao and Merline Saintil for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Ann Vezina	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao and Merline Saintil for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Richard Hume	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao and Merline Saintil for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director Fred Breidenbach	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao and Merline Saintil for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director Hau Lee	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao and Merline Saintil for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Matthew Miao	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao and Merline Saintil for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				

TD SYNEX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Nayaki R. Nayyar	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao and Merline Saintil for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director Matthew Nord	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao and Merline Saintil for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.10	Elect Director Merline Saintil	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao and Merline Saintil for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.11	Elect Director Duane E. Zitzner	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao and Merline Saintil for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>				
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
4	Amend Certificate of Incorporation to Waive Corporate Opportunity Doctrine	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted as the waiver of this doctrine may harm shareholders by allowing certain directors to choose the best interest of entities other than the company over the interests of the company itself.</i>				

The Toro Company

Meeting Date: 03/15/2022 **Country:** USA **Ticker:** TTC
Record Date: 01/18/2022 **Meeting Type:** Annual
Primary Security ID: 891092108

Shares Voted: 22,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eric P. Hansotia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Jeffrey L. Harmening	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Joyce A. Mullen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Richard M. Olson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director James C. O'Rourke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

The Toro Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Jill M. Pemberton	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
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Agilent Technologies, Inc.

Meeting Date: 03/16/2022 **Country:** USA **Ticker:** A
Record Date: 01/18/2022 **Meeting Type:** Annual
Primary Security ID: 00846U101

Shares Voted: 18,493

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hans E. Bishop	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Otis W. Brawley	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Mikael Dolsten	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	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as it is reasonable and in the best interests of shareholders, and that it will help increase the accountability of the board and management.</i>					

Starbucks Corporation

Meeting Date: 03/16/2022 **Country:** USA **Ticker:** SBUX
Record Date: 01/06/2022 **Meeting Type:** Annual
Primary Security ID: 855244109

Shares Voted: 71,998

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 Andrew Campion	Mgmt	For	For	For

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Mary N. Dillon	Mgmt	For	For	For
1d	Elect Director Isabel Ge Mahe	Mgmt	For	For	For
1e	Elect Director Melody Hobson	Mgmt	For	For	For
1f	Elect Director Kevin R. Johnson	Mgmt	For	For	For
1g	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1h	Elect Director Satya Nadella	Mgmt	For	For	For
1i	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For
1j	Elect Director Clara Shih	Mgmt	For	For	For
1k	Elect Director Javier G. Teruel	Mgmt	For	For	For
2	Amend 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
5	Report on Prevention of Harassment and Discrimination in the Workplace	SH	Against	Against	Against

The Cooper Companies, Inc.

Meeting Date: 03/16/2022 **Country:** USA **Ticker:** COO
Record Date: 01/20/2022 **Meeting Type:** Annual
Primary Security ID: 216648402

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 nominees is warranted.</i>				
1.2	Elect Director William A. Kozy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Jody S. Lindell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Teresa S. Madden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Gary S. Petersmeyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Maria Rivas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Robert S. Weiss	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

The Cooper Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Albert G. White, III	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

Arrowhead Pharmaceuticals, Inc.

Meeting Date: 03/17/2022 **Country:** USA **Ticker:** ARWR
Record Date: 01/21/2022 **Meeting Type:** Annual
Primary Security ID: 04280A100

Shares Voted: 21,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglass Given	Mgmt	For	For	Against
	<i>Voter Rationale: A vote AGAINST Douglass (Doug) Given is warranted for serving as a non-independent member of a key board committee. Votes AGAINST compensation committee members Michael Perry, Marianne De Backer, Mauro Ferrari, Adeoye Olukotun, and William Waddill are warranted due to poor responsiveness to shareholders following a failed say-on-pay vote as well as a for a second consecutive year of high director pay without providing reasonable rationale. A vote FOR the remaining director nominee, Christopher Anzalone, is warranted.</i>				
1b	Elect Director Michael S. Perry	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Douglass (Doug) Given is warranted for serving as a non-independent member of a key board committee. Votes AGAINST compensation committee members Michael Perry, Marianne De Backer, Mauro Ferrari, Adeoye Olukotun, and William Waddill are warranted due to poor responsiveness to shareholders following a failed say-on-pay vote as well as a for a second consecutive year of high director pay without providing reasonable rationale. A vote FOR the remaining director nominee, Christopher Anzalone, is warranted.</i>				
1c	Elect Director Christopher Anzalone	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Douglass (Doug) Given is warranted for serving as a non-independent member of a key board committee. Votes AGAINST compensation committee members Michael Perry, Marianne De Backer, Mauro Ferrari, Adeoye Olukotun, and William Waddill are warranted due to poor responsiveness to shareholders following a failed say-on-pay vote as well as a for a second consecutive year of high director pay without providing reasonable rationale. A vote FOR the remaining director nominee, Christopher Anzalone, is warranted.</i>				
1d	Elect Director Marianne De Backer	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Douglass (Doug) Given is warranted for serving as a non-independent member of a key board committee. Votes AGAINST compensation committee members Michael Perry, Marianne De Backer, Mauro Ferrari, Adeoye Olukotun, and William Waddill are warranted due to poor responsiveness to shareholders following a failed say-on-pay vote as well as a for a second consecutive year of high director pay without providing reasonable rationale. A vote FOR the remaining director nominee, Christopher Anzalone, is warranted.</i>				
1e	Elect Director Mauro Ferrari	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Douglass (Doug) Given is warranted for serving as a non-independent member of a key board committee. Votes AGAINST compensation committee members Michael Perry, Marianne De Backer, Mauro Ferrari, Adeoye Olukotun, and William Waddill are warranted due to poor responsiveness to shareholders following a failed say-on-pay vote as well as a for a second consecutive year of high director pay without providing reasonable rationale. A vote FOR the remaining director nominee, Christopher Anzalone, is warranted.</i>				

Arrowhead Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Adeoye Olukotun	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Douglass (Doug) Given is warranted for serving as a non-independent member of a key board committee. Votes AGAINST compensation committee members Michael Perry, Marianne De Backer, Mauro Ferrari, Adeoye Olukotun, and William Waddill are warranted due to poor responsiveness to shareholders following a failed say-on-pay vote as well as a for a second consecutive year of high director pay without providing reasonable rationale. A vote FOR the remaining director nominee, Christopher Anzalone, is warranted.</i>				
1g	Elect Director William Waddill	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Douglass (Doug) Given is warranted for serving as a non-independent member of a key board committee. Votes AGAINST compensation committee members Michael Perry, Marianne De Backer, Mauro Ferrari, Adeoye Olukotun, and William Waddill are warranted due to poor responsiveness to shareholders following a failed say-on-pay vote as well as a for a second consecutive year of high director pay without providing reasonable rationale. A vote FOR the remaining director nominee, Christopher Anzalone, is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST the proposal is warranted. Following a failed say-on-pay vote result, the company did not provide any disclosure of its shareholder engagement efforts or any of the specific feedback received from shareholders. Though one pay program change was made, it is impossible to evaluate whether this change would address all shareholder concerns with the program. In addition, an unmitigated pay-for-performance misalignment exists for the year in review. Though overall payouts were reasonable in the context of TSR outperformance, the annual bonus lacks disclosure regarding its specific metrics used to determine payouts. The bonus program also appears to lack a cap on payouts. More concerning, however, is that the CEO received an outsized annual LTI grant for the second consecutive year. Though the award is entirely in performance-conditioned equity based on a multi-year performance period, the value of the grant, as calculated by ISS, is excessive. The proxy also provides no indication that the value of the CEO's annual equity awards will decrease in the future.</i>				
3	Approve Non-Employee Director Compensation Plan	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST the proposal is warranted, as the proposed plan could provide new director pay limits that remain high compared to peers. High director pay limits are of particular recent concern due to multiple years of high pay for directors, for which the company has not disclosed a compelling rationale. Furthermore, the passage of the proposal would benchmark pay limits based on relative TSR performance, creating an inappropriate link between director compensation and company performance. In addition, the plan lacks any absolute limits on compensation to individual directors.</i>				
4	Ratify Rose, Snyder & Jacobs LLP as Auditors	Mgmt	For	For	For

Keysight Technologies, Inc.

Meeting Date: 03/17/2022 **Country:** USA **Ticker:** KEYS
Record Date: 01/18/2022 **Meeting Type:** Annual
Primary Security ID: 49338L103

Shares Voted: 11,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James G. Cullen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Michelle J. Holthaus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Jean M. Nye	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Joanne B. Olsen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Keysight Technologies, Inc.

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
4	Declassify the Board of Directors	Mgmt	For	For	For

Voter Rationale: New Mexico favours unclassified board of directors.

Concentrix Corporation

Meeting Date: 03/22/2022 **Country:** USA **Ticker:** CNXC
Record Date: 01/24/2022 **Meeting Type:** Annual
Primary Security ID: 20602D101

Shares Voted: 8,602

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher Caldwell	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Jennifer Deason for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Teh-Chien Chou	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Jennifer Deason for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director LaVerne H. Council	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Jennifer Deason for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Jennifer Deason	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Jennifer Deason for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Kathryn Hayley	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Jennifer Deason for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Kathryn Marinello	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Jennifer Deason for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Dennis Polk	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Jennifer Deason for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Ann Vezina	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Jennifer Deason for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				

Concentrix 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

Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.

Jefferies Financial Group Inc.

Meeting Date: 03/29/2022	Country: USA	Ticker: JEF
Record Date: 01/31/2022	Meeting Type: Annual	
Primary Security ID: 47233W109		

Shares Voted: 42,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda L. Adamany	Mgmt	For	For	For
1b	Elect Director Barry J. Alperin	Mgmt	For	For	For
1c	Elect Director Robert D. Beyer	Mgmt	For	For	For
1d	Elect Director Matrice Ellis Kirk	Mgmt	For	For	For
1e	Elect Director Brian P. Friedman	Mgmt	For	For	For
1f	Elect Director MaryAnne Gilmartin	Mgmt	For	For	For
1g	Elect Director Richard B. Handler	Mgmt	For	For	For
1h	Elect Director Thomas W. Jones	Mgmt	For	For	For
1i	Elect Director Jacob M. Katz	Mgmt	For	For	For
1j	Elect Director Michael T. O'Kane	Mgmt	For	For	For
1k	Elect Director Joseph S. Steinberg	Mgmt	For	For	For
1l	Elect Director Melissa V. Weiler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voter Rationale: Following the second consecutive year of low support for the say-on-pay proposal, the company disclosed details of its shareholder engagement efforts and certain feedback received. However, disclosure of certain expressed concerns is vague, and shareholders may question whether the transition to a new pay program that places a greater emphasis on discretion fully addresses their concerns. Disclosure around these issues needs improvement, and the committee has demonstrated only a limited degree of responsiveness to low say-on-pay support. The new pay program's reliance on committee discretion to determine NEO pay raises concerns, and incomplete disclosure of target goals, per-metric weightings, and target pay opportunities for certain NEOs inhibits investors' ability to fully assess the pay-for-performance linkage. Further, although half of FY21 performance year equity awards are based on clearly disclosed multi-year goals, the transition awards granted to the CEO and President in FY21 lack pre-set, multi-year performance criteria and vest solely over time. The magnitude of compensation opportunities for the CEO and President exacerbates structural concerns. In light of the company's limited responsiveness to last year's say-on-pay vote result and an unmitigated pay-for-performance misalignment, a vote AGAINST this proposal is warranted.

3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
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Ciena Corporation

Meeting Date: 03/31/2022

Country: USA

Ticker: CIEN

Record Date: 02/04/2022

Meeting Type: Annual

Primary Security ID: 171779309

Shares Voted: 32,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lawton W. Fitt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Devinder Kumar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Patrick H. Nettles	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