

VOTE SUMMARY REPORT

Date range covered : 10/01/2022 to 12/31/2022

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Neogen Corporation

Meeting Date: 10/06/2022 **Country:** USA **Ticker:** NEOG
Record Date: 08/09/2022 **Meeting Type:** Annual
Primary Security ID: 640491106

Shares Voted: 16,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John E. Adent	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director William T. Boehm	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director James P. Tobin	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 BDO USA, LLP as Auditors	Mgmt	For	For	For

RPM International Inc.

Meeting Date: 10/06/2022 **Country:** USA **Ticker:** RPM
Record Date: 08/12/2022 **Meeting Type:** Annual
Primary Security ID: 749685103

Shares Voted: 20,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kirkland B. Andrews	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Ellen M. Pawlikowski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Frank C. Sullivan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Elizabeth F. Whited	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

RPM International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST this proposal is warranted. While CEO pay declined year-over-year, a pay-for-performance misalignment was identified and concerns are raised regarding both incentive programs. Annual incentive payouts for FY22 relied heavily on undisclosed, subjectively measured goals and payouts were made despite the company's failure to achieve the financial target. Further, while long-term incentives were majority performance-based, forward-looking goals are not disclosed and performance targets for the closing cycle were only partially disclosed, inhibiting investors' ability to assess goal rigor.</i></p>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

The Procter & Gamble Company

Meeting Date: 10/11/2022 **Country:** USA **Ticker:** PG
Record Date: 08/12/2022 **Meeting Type:** Annual
Primary Security ID: 742718109

Shares Voted: 126,168

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For	For
<p><i>Voter Rationale: A cautionary vote FOR Jon Moeller, Angela Braly, and Patricia Woertz is warranted in light of ongoing concerns regarding the company's management of its risks related to deforestation. A vote FOR the remaining director nominees is warranted.</i></p>					
1b	Elect Director Angela F. Braly	Mgmt	For	For	For
<p><i>Voter Rationale: A cautionary vote FOR Jon Moeller, Angela Braly, and Patricia Woertz is warranted in light of ongoing concerns regarding the company's management of its risks related to deforestation. A vote FOR the remaining director nominees is warranted.</i></p>					
1c	Elect Director Amy L. Chang	Mgmt	For	For	For
<p><i>Voter Rationale: A cautionary vote FOR Jon Moeller, Angela Braly, and Patricia Woertz is warranted in light of ongoing concerns regarding the company's management of its risks related to deforestation. A vote FOR the remaining director nominees is warranted.</i></p>					
1d	Elect Director Joseph Jimenez	Mgmt	For	For	For
<p><i>Voter Rationale: A cautionary vote FOR Jon Moeller, Angela Braly, and Patricia Woertz is warranted in light of ongoing concerns regarding the company's management of its risks related to deforestation. A vote FOR the remaining director nominees is warranted.</i></p>					
1e	Elect Director Christopher Kempczinski	Mgmt	For	For	For
<p><i>Voter Rationale: A cautionary vote FOR Jon Moeller, Angela Braly, and Patricia Woertz is warranted in light of ongoing concerns regarding the company's management of its risks related to deforestation. A vote FOR the remaining director nominees is warranted.</i></p>					
1f	Elect Director Debra L. Lee	Mgmt	For	For	For
<p><i>Voter Rationale: A cautionary vote FOR Jon Moeller, Angela Braly, and Patricia Woertz is warranted in light of ongoing concerns regarding the company's management of its risks related to deforestation. A vote FOR the remaining director nominees is warranted.</i></p>					
1g	Elect Director Terry J. Lundgren	Mgmt	For	For	For
<p><i>Voter Rationale: A cautionary vote FOR Jon Moeller, Angela Braly, and Patricia Woertz is warranted in light of ongoing concerns regarding the company's management of its risks related to deforestation. A vote FOR the remaining director nominees is warranted.</i></p>					

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Christine M. McCarthy	Mgmt	For	For	For
	<i>Voter Rationale: A cautionary vote FOR Jon Moeller, Angela Braly, and Patricia Woertz is warranted in light of ongoing concerns regarding the company's management of its risks related to deforestation. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Jon R. Moeller	Mgmt	For	For	For
	<i>Voter Rationale: A cautionary vote FOR Jon Moeller, Angela Braly, and Patricia Woertz is warranted in light of ongoing concerns regarding the company's management of its risks related to deforestation. A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
	<i>Voter Rationale: A cautionary vote FOR Jon Moeller, Angela Braly, and Patricia Woertz is warranted in light of ongoing concerns regarding the company's management of its risks related to deforestation. A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director Patricia A. Woertz	Mgmt	For	For	For
	<i>Voter Rationale: A cautionary vote FOR Jon Moeller, Angela Braly, and Patricia Woertz is warranted in light of ongoing concerns regarding the company's management of its risks related to deforestation. A vote FOR the remaining 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

Paychex, Inc.

Meeting Date: 10/13/2022 **Country:** USA **Ticker:** PAYX
Record Date: 08/15/2022 **Meeting Type:** Annual
Primary Security ID: 704326107

Shares Voted: 16,848

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin Mucci	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Thomas F. Bonadio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Joseph G. Doody	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David J.S. Flaschen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director B. Thomas Golisano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Pamela A. Joseph	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Kevin A. Price	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Paychex, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Joseph M. Tucci	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Joseph M. Velli	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Kara 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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

MillerKnoll, Inc.

Meeting Date: 10/17/2022 **Country:** USA **Ticker:** MLKN
Record Date: 08/19/2022 **Meeting Type:** Annual
Primary Security ID: 600544100

Shares Voted: 11,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lisa A. Kro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Michael C. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Michael A. Volkema	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

CACI International Inc

Meeting Date: 10/20/2022 **Country:** USA **Ticker:** CACI
Record Date: 08/26/2022 **Meeting Type:** Annual
Primary Security ID: 127190304

Shares Voted: 3,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael A. Daniels	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

CACI International Inc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Lisa S. Disbrow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Susan M. Gordon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director William L. Jews	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Gregory G. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Ryan D. McCarthy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director John S. Mengucci	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Philip O. Nolan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director James L. Pavitt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Debora A. Plunkett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director William S. Wallace	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

Seagate Technology Holdings Plc

Meeting Date: 10/24/2022 **Country:** Ireland **Ticker:** STX
Record Date: 08/26/2022 **Meeting Type:** Annual
Primary Security ID: G7997R103

Shares Voted: 10,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shankar Arumugavelu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Prat S. Bhatt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Judy Bruner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Seagate Technology Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Michael R. Cannon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Richard L. Clemmer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Yolanda L. Conyers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jay L. Geldmacher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Dylan Haggart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William D. Mosley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Stephanie Tilenius	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Edward J. Zander	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 and Authorise Their Remuneration	Mgmt	For	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Wolfspeed, Inc.

Meeting Date: 10/24/2022

Country: USA

Ticker: WOLF

Record Date: 09/02/2022

Meeting Type: Annual

Primary Security ID: 977852102

Shares Voted: 19,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenda M. Dorchak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John C. Hodge	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Clyde R. Hosein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Darren R. Jackson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Wolfspeed, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Duy-Loan T. Le	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Gregg A. Lowe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director John B. Replogle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Marvin A. Riley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Thomas H. Werner	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

Cintas Corporation

Meeting Date: 10/25/2022 **Country:** USA **Ticker:** CTAS
Record Date: 08/29/2022 **Meeting Type:** Annual
Primary Security ID: 172908105

Shares Voted: 4,584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald S. Adolph	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director John F. Barrett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Melanie W. Barstad	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Karen L. Carnahan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Robert E. Coletti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Scott D. Farmer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Joseph Scaminace	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Todd M. Schneider	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Cintas Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Ronald W. Tysoe	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	Eliminate Supermajority Vote Requirement for Business Combinations with Interested Persons	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Remove Directors for Cause	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement for Shareholder Approval of Mergers, Share Exchanges, Asset Sales and Dissolutions	Mgmt	For	For	For
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. Although a single shareholder, the current executive chairman, would have the unilateral ability to call a special meeting at the proposed threshold, the company bylaws presently provide him with this ability. A lower ownership threshold to call special meetings is generally in the best interests of shareholders and the risk for abuse at the proposed threshold appears low.</i>				
8	Report on Political Contributions	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's direct political contributions and indirect political contributions through all tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>				

Kennametal, Inc.

Meeting Date: 10/25/2022 **Country:** USA **Ticker:** KMT
Record Date: 08/30/2022 **Meeting Type:** Annual
Primary Security ID: 489170100

Shares Voted: 13,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph Alvarado	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Cindy L. Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director William J. Harvey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director William M. Lambert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Lorraine M. Martin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Kennametal, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Sagar A. Patel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Christopher Rossi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Lawrence W. Stranghoener	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Steven H. Wunning	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

Synaptics Incorporated

Meeting Date: 10/25/2022

Country: USA

Ticker: SYNA

Record Date: 08/31/2022

Meeting Type: Annual

Primary Security ID: 87157D109

Shares Voted: 6,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael E. Hurlston	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Patricia Kummrow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Vivie "YY" Lee	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	Amend Omnibus Stock Plan	Mgmt	For	For	For

Mercury Systems, Inc.

Meeting Date: 10/26/2022

Country: USA

Ticker: MRCY

Record Date: 08/24/2022

Meeting Type: Annual

Primary Security ID: 589378108

Mercury Systems, Inc.

Shares Voted: 9,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William L. Ballhaus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Lisa S. Disbrow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Howard L. Lance	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. CEO pay was elevated for the year in review, as the company granted FY23 equity awards and additional retention grants. The awards were half time-vesting and the performance-based portion shared the same performance period and goals as the annual equity grants. Lastly, target vesting for median performance is not viewed as a rigorous performance goal, particularly given the aggregate magnitude of the equity grants.</i>				
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Other Business	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.</i>				

Parker-Hannifin Corporation

Meeting Date: 10/26/2022

Country: USA

Ticker: PH

Record Date: 09/02/2022

Meeting Type: Annual

Primary Security ID: 701094104

Shares Voted: 6,710

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee C. Banks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Jillian C. Evanko	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Lance M. Fritz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Linda A. Harty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director William F. Lacey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Kevin A. Lobo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Parker-Hannifin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Joseph Scaminace	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Ake Svensson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Laura K. Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director James R. Verrier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director James L. Wainscott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Thomas L. Williams	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

Bio-Techne Corporation

Meeting Date: 10/27/2022 **Country:** USA **Ticker:** TECH
Record Date: 09/02/2022 **Meeting Type:** Annual
Primary Security ID: 09073M104

Shares Voted: 2,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Nine	Mgmt	For	For	For
2a	Elect Director Robert V. Baumgartner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2b	Elect Director Julie L. Bushman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2c	Elect Director John L. Higgins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2d	Elect Director Joseph D. Keegan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2e	Elect Director Charles R. Kummeth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2f	Elect Director Roeland Nusse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Bio-Techne Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2g	Elect Director Alpna Seth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2h	Elect Director Randolph Steer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2i	Elect Director Rupert Vessey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
3	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 a low say-on-pay vote result, the company engaged with shareholders and disclosed the feedback received in the proxy statement. While the committee made certain improvements in disclosure surrounding its rationale for past pay decisions and the current program structure, no changes or firm commitments appear to have been made to address all of shareholders' concerns. In addition, though pay and performance are reasonably aligned at this time, continued monitoring of the pay program structure is warranted, as the LTI program continues to utilize the same performance metrics as the STI. In addition, the company does not disclose the forward-looking performance goals in the LTI.</i>				
4	Approve Stock Split	Mgmt	For	For	For
5	Ratify KPMG, LLP as Auditors	Mgmt	For	For	For

Catalent, Inc.

Meeting Date: 10/27/2022

Country: USA

Ticker: CTLT

Record Date: 09/06/2022

Meeting Type: Annual

Primary Security ID: 148806102

Shares Voted: 9,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Madhavan "Madhu" Balachandran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Michael J. Barber	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director J. Martin Carroll	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director John Chiminski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Rolf Classon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Rosemary A. Crane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Karen Flynn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Catalent, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director John J. Greisch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Christa Kreuzburg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Gregory T. Lucier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Donald E. Morel, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Alessandro Maselli	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Jack Stahl	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Peter Zippelius	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

Copart, Inc.

Meeting Date: 10/31/2022 **Country:** USA **Ticker:** CPRT
Record Date: 10/03/2022 **Meeting Type:** Special
Primary Security ID: 217204106

Shares Voted: 10,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Common Stock	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For

KLA Corporation

Meeting Date: 11/02/2022 **Country:** USA **Ticker:** KLAC
Record Date: 09/12/2022 **Meeting Type:** Annual
Primary Security ID: 482480100

Shares Voted: 7,880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Calderoni	Mgmt	For	For	For

KLA Corporation

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 Jeneanne Hanley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Emiko Higashi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Kevin Kennedy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Gary Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Marie Myers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Kiran Patel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Victor Peng	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Robert Rango	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Richard Wallace	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	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i>				

Coty Inc.

Meeting Date: 11/03/2022 **Country:** USA **Ticker:** COTY
Record Date: 09/09/2022 **Meeting Type:** Annual
Primary Security ID: 222070203

Shares Voted: 54,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Beatrice Ballini	Mgmt	For	Refer	Withhold

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Joachim Creus	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Olivier Goudet	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Peter Harf	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director Johannes P. Huth	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director Maria Ausuncion Aramburuzabala Larregui	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Anna Adeola Makanju	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i>				
1.8	Elect Director Sue Y. Nabi	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director Isabelle Parize	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i>				

Coty Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Erhard Schoewel	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i>				
1.11	Elect Director Robert Singer	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining 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. CEO Nabi's pay declined for the year in review, consisting only of base salary, following her \$280 million sign-on RSU award in the prior year. However, a review of the pay program reveals persistent concerning features. Specifically, NEO pay consisted primarily of base salary and equity awards that lack performance vesting conditions. Investors increasingly expect a meaningful portion of incentives to be tied to pre-set performance goals. Further, there are renewed concerns regarding high base salaries without a compelling rationale. Notably, these significant concerns for the year in review follow multiple years of problematic pay decisions at the company.</i>				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Fox Corporation

Meeting Date: 11/03/2022

Country: USA

Ticker: FOXA

Record Date: 09/12/2022

Meeting Type: Annual

Primary Security ID: 35137L105

Shares Voted: 7,583

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director K. Rupert Murdoch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Lachlan K. Murdoch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director William A. Burck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Chase Carey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Anne Dias	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Roland A. Hernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jacques Nasser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Fox Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Paul D. Ryan	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	Amend Articles of Incorporation To Provide for Exculpation Provision	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	Against	Against

H&R Block, Inc.

Meeting Date: 11/04/2022 **Country:** USA **Ticker:** HRB
Record Date: 09/09/2022 **Meeting Type:** Annual
Primary Security ID: 093671105

Shares Voted: 25,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sean H. Cohan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robert A. Gerard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Anuradha (Anu) Gupta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Richard A. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jeffrey J. Jones, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Mia F. Mends	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Yolande G. Piazza	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Victoria J. Reich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Matthew E. Winter	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

Lam Research Corporation

Meeting Date: 11/08/2022

Country: USA

Ticker: LRCX

Record Date: 09/09/2022

Meeting Type: Annual

Primary Security ID: 512807108

Shares Voted: 7,293

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sohail U. Ahmed	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Timothy M. Archer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Eric K. Brandt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Michael R. Cannon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Bethany J. Mayer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jyoti K. Mehra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Lih Shyng (Rick L.) Tsai	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Leslie F. Varon	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

Amcor plc

Meeting Date: 11/09/2022

Country: Jersey

Ticker: AMCR

Record Date: 09/14/2022

Meeting Type: Annual

Primary Security ID: G0250X107

Shares Voted: 79,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Graeme Liebelt	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
1b	Elect Director Armin Meyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Ronald Delia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Achal Agarwal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Andrea Bertone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Susan Carter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Karen Guerra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Nicholas (Tom) Long	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Arun Nayar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director David Szczupak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Automatic Data Processing, Inc.

Meeting Date: 11/09/2022 **Country:** USA **Ticker:** ADP
Record Date: 09/12/2022 **Meeting Type:** Annual
Primary Security ID: 053015103

Shares Voted: 21,943

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director David V. Goeckeler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director John P. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Francine S. Katsoudas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Nazzic S. Keene	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Thomas J. Lynch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Scott F. Powers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William J. Ready	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Sandra S. Wijnberg	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 Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Cardinal Health, Inc.

Meeting Date: 11/09/2022 **Country:** USA **Ticker:** CAH
Record Date: 09/20/2022 **Meeting Type:** Annual
Primary Security ID: 14149Y108

Shares Voted: 13,904

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven K. Barg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Michelle M. Brennan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Sujatha Chandrasekaran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Carrie S. Cox	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Bruce L. Downey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Cardinal Health, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Sheri H. Edison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director David C. Evans	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Patricia A. Hemingway Hall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Jason M. Hollar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Akhil Johri	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Gregory B. Kenny	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Nancy Killefer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Christine A. Mundkur	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

Constellation Brands, Inc.

Meeting Date: 11/09/2022 **Country:** USA **Ticker:** STZ
Record Date: 09/20/2022 **Meeting Type:** Special
Primary Security ID: 21036P108

Shares Voted: 8,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Charter	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. Although Class B shareholders will receive a sizable premium, the reclassification proposal will align the voting rights with economic interests for all shareholders.</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>				

Lancaster Colony Corporation

Meeting Date: 11/09/2022 **Country:** USA **Ticker:** LANC
Record Date: 09/12/2022 **Meeting Type:** Annual
Primary Security ID: 513847103

Lancaster Colony Corporation

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara L. Brasier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director David A. Ciesinski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Elliot K. Fullen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Alan F. Harris	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

Broadridge Financial Solutions, Inc.

Meeting Date: 11/10/2022

Country: USA

Ticker: BR

Record Date: 09/15/2022

Meeting Type: Annual

Primary Security ID: 11133T103

Shares Voted: 6,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Pamela L. Carter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Richard J. Daly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Robert N. Duelks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Melvin L. Flowers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Timothy C. Gokey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Brett A. Keller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Maura A. Markus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Broadridge Financial Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Eileen K. Murray	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Annette L. Nazareth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Thomas J. Perna	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Amit K. Zavery	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

Jack Henry & Associates, Inc.

Meeting Date: 11/15/2022 **Country:** USA **Ticker:** JKHY
Record Date: 09/19/2022 **Meeting Type:** Annual
Primary Security ID: 426281101

Shares Voted: 3,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David B. Foss	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Matthew C. Flanigan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Thomas H. Wilson, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Jacque R. Fiegel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Thomas A. Wimsett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Laura G. Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Shruti S. Miyashiro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Wesley A. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Curtis A. Campbell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Jack Henry & Associates, Inc.

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

News Corporation

Meeting Date: 11/15/2022 **Country:** USA **Ticker:** NWSA
Record Date: 09/21/2022 **Meeting Type:** Annual
Primary Security ID: 65249B109

Shares Voted: 6,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director K. Rupert Murdoch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Lachlan K. Murdoch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Robert J. Thomson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Kelly Ayotte	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jose Maria Aznar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Natalie Bancroft	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Ana Paula Pessoa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Masroor Siddiqui	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 Lobbying Payments and Policy	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>				

Tapestry, Inc.

Meeting Date: 11/15/2022

Country: USA

Ticker: TPR

Record Date: 09/19/2022

Meeting Type: Annual

Primary Security ID: 876030107

Shares Voted: 12,848

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Darrell Cavens	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Joanne Crevoiserat	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David Denton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Johanna (Hanneke) Faber	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Anne Gates	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Thomas Greco	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Pamela Lifford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Annabelle Yu Long	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ivan Menezes	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

Coherent Corp.

Meeting Date: 11/16/2022

Country: USA

Ticker: COHR

Record Date: 09/15/2022

Meeting Type: Annual

Primary Security ID: 19247G107

Shares Voted: 20,249

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Enrico Digirolamo	Mgmt	For	For	For

Coherent Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director David L. Motley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Shaker Sadasivam	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Lisa Neal-Graves	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

Lumentum Holdings Inc.

Meeting Date: 11/16/2022 **Country:** USA **Ticker:** LITE
Record Date: 09/21/2022 **Meeting Type:** Annual
Primary Security ID: 55024U109

Shares Voted: 10,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Penelope A. Herscher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Harold L. Covert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Isaac H. Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Julia S. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Brian J. Lillie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Alan S. Lowe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Ian S. Small	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Janet S. Wong	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

Lumentum Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Oracle Corporation

Meeting Date: 11/16/2022 **Country:** USA **Ticker:** ORCL
Record Date: 09/19/2022 **Meeting Type:** Annual
Primary Security ID: 68389X105

Shares Voted: 80,490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.3	Elect Director Michael J. Boskin	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.4	Elect Director Safra A. Catz	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.6	Elect Director George H. Conrades	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Rona A. Fairhead	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.10	Elect Director Renee J. James	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.11	Elect Director Charles W. Moorman	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.12	Elect Director Leon E. Panetta	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.13	Elect Director William G. Parrett	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.14	Elect Director Naomi O. Seligman	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.15	Elect Director Vishal Sikka	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</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 multiple consecutive years of low say-on-pay vote results, the proxy only vaguely disclosed Oracle's engagement efforts with shareholders but does disclose certain concerns heard from shareholders. As in prior years, however, no substantial positive changes nor commitments were made to the pay program to address significant shareholder dissatisfaction. Additionally, concerns remain within the annual pay program, as one NEO's annual bonus was entirely discretionary. In addition, although the annual bonus program for the CEO and Executive Chairman utilizes a pre-set objective growth goal, there is only limited disclosure regarding the year-over-year changes in the target opportunity for that goal. Furthermore, the annual equity grants for two NEOs were entirely in time-vested equity, which is inconsistent with prevailing market practices. Finally, while the decision to modify in-progress performance equity grants to the CEO and Executive Chairman was disclosed in last year's proxy, the resulting incremental value disclosed in this year's proxy was substantial, in excess of \$100 million for each executive's respective award.</i>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Performance Food Group Company

Meeting Date: 11/16/2022

Country: USA

Ticker: PFGC

Record Date: 09/30/2022

Meeting Type: Annual

Primary Security ID: 71377A103

Shares Voted: 24,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George L. Holm	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Manuel A. Fernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Barbara J. Beck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director William F. Dawson, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Laura Flanagan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Matthew C. Flanigan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Kimberly S. Grant	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jeffrey M. Overly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David V. Singer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Randall N. Spratt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Warren M. Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

ResMed Inc.

Meeting Date: 11/16/2022

Country: USA

Ticker: RMD

Record Date: 09/20/2022

Meeting Type: Annual

Primary Security ID: 761152107

Shares Voted: 7,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Burt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Jan De Witte	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Karen Drexler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Michael 'Mick' Farrell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Peter Farrell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Harjit Gill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director John Hernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Richard Sulpizio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Desney Tan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ronald Taylor	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

The Clorox Company

Meeting Date: 11/16/2022

Country: USA

Ticker: CLX

Record Date: 09/23/2022

Meeting Type: Annual

Primary Security ID: 189054109

Shares Voted: 6,275

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amy L. Banse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Julia Denman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

The Clorox Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Spencer C. Fleischer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Esther Lee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director A.D. David Mackay	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Paul Parker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Stephanie Plaines	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Linda Rendle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Matthew J. Shattock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Kathryn Tesija	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Russell J. Weiner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Christopher J. Williams	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

Western Digital Corporation

Meeting Date: 11/16/2022

Country: USA

Ticker: WDC

Record Date: 09/19/2022

Meeting Type: Annual

Primary Security ID: 958102105

Shares Voted: 16,014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly E. Alexy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Thomas H. Caulfield	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Martin I. Cole	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Western Digital Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Tunc Doluca	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director David V. Goeckeler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Matthew E. Massengill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Stephanie A. Streeter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Miyuki Suzuki	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 the proposal is warranted. Although the STI is based on pre-set objective metrics, the individual performance portion does not appear to be determined based on predetermined goals and was determined to be earned significantly above the corporate portion of the award, despite corporate goals failing to achieve target. In addition, the performance period in the FY23 LTI grant will be shortened to three one-year periods, from one three-year period. More concerning, the compensation committee had a number of problematic one-time actions during the fiscal year. The committee granted retention time-vested RSUs to each NEO, including to two NEOs who received a retention award the year prior, which completely lack performance criteria. In addition, the compensation committee removed the performance criteria from the CEO's sign-on grant shortly before the end of the performance period, allowing the award to vest at target, significantly above the payout level where the award was tracking. These actions undermine a pay-for-performance philosophy.</i>				
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Avnet, Inc.

Meeting Date: 11/17/2022 **Country:** USA **Ticker:** AVT
Record Date: 09/19/2022 **Meeting Type:** Annual
Primary Security ID: 053807103

Shares Voted: 15,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Carlo Bozotti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Brenda L. Freeman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Philip R. Gallagher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Avnet, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Jo Ann Jenkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Oleg Khaykin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director James A. Lawrence	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Ernest E. Maddock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Avid Modjtabai	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Adalio T. Sanchez	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

Cracker Barrel Old Country Store, Inc.

Meeting Date: 11/17/2022 **Country:** USA **Ticker:** CBRL
Record Date: 09/30/2022 **Meeting Type:** Annual
Primary Security ID: 22410J106

Shares Voted: 3,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas H. Barr	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Carl T. Berquist	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Jody L. Bilney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Meg G. Crofton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Gilbert R. Davila	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director William W. McCarten	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Cracker Barrel Old Country Store, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Coleman H. Peterson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Gisel Ruiz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Darryl L. (Chip) Wade	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Andrea M. Weiss	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

The Hain Celestial Group, Inc.

Meeting Date: 11/17/2022 **Country:** USA **Ticker:** HAIN
Record Date: 09/20/2022 **Meeting Type:** Annual
Primary Security ID: 405217100

Shares Voted: 14,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard A. Beck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Celeste A. Clark	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Dean Hollis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Shervin J. Korangy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mark L. Schiller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Michael B. Sims	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Carlyn R. Taylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Dawn M. Zier	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

The Hain Celestial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Donaldson Company, Inc.

Meeting Date: 11/18/2022 **Country:** USA **Ticker:** DCI
Record Date: 09/19/2022 **Meeting Type:** Annual
Primary Security ID: 257651109

Shares Voted: 19,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas A. Milroy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Willard D. Oberton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Richard M. Olson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Jacinth C. Smiley	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

Sysco Corporation

Meeting Date: 11/18/2022 **Country:** USA **Ticker:** SYY
Record Date: 09/19/2022 **Meeting Type:** Annual
Primary Security ID: 871829107

Shares Voted: 26,094

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Ali Dibadj	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Larry C. Glasscock	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
1d	Elect Director Jill M. Golder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Bradley M. Halverson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John M. Hinshaw	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Kevin P. Hourican	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Hans-Joachim Koerber	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Alison Kenney Paul	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Edward D. Shirley	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	Against	Against
	<i>Voter Rationale: Following the low support for say-on-pay in 2021, the company engaged with a significant portion of its shareholder base and made changes to address certain concerns related to the executive compensation program. These changes include the increase in weighting of financial metrics in the STI and the inclusion of an ESG metrics in the FY23 pay program. While the changes appear meaningful, investors would benefit from more robust disclosure of shareholder feedback. However, there is an unmitigated pay-for-performance misalignment for the year in review. Annual incentive awards were earned above-target based largely on achievements for the strategic bonus objectives component, for which disclosure of specific targets and actual quantified performance results were lacking. In addition, the LTI program raises structural and disclosure concerns, as performance shares are earned and banked based on annual measurement periods for which quantified threshold, target and maximum goals are not clearly disclosed. Although the compensation committee has demonstrated adequate responsiveness, a vote AGAINST this proposal is warranted in light of the above pay-for-performance concerns.</i>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Third-Party 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 Sysco's efforts to address the issue of civil rights for its stakeholders and its management of related risks.</i>				
5	Commission Third Party Report Assessing Company's Supply Chain Risks	SH	Against	Against	Against
6	Report on Efforts to Reduce Plastic Use	SH	None	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>				

The Estee Lauder Companies Inc.

Meeting Date: 11/18/2022

Country: USA

Ticker: EL

Record Date: 09/19/2022

Meeting Type: Annual

Primary Security ID: 518439104

Shares Voted: 11,824

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald S. Lauder	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for William Lauder and Richard Parsons for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director William P. Lauder	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for William Lauder and Richard Parsons for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Richard D. Parsons	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for William Lauder and Richard Parsons for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Lynn Forester de Rothschild	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for William Lauder and Richard Parsons for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Jennifer Tejada	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for William Lauder and Richard Parsons for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Richard F. Zannino	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for William Lauder and Richard Parsons for serving as non-independent members of a key board committee. A vote FOR the remaining 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

Campbell Soup Company

Meeting Date: 11/30/2022

Country: USA

Ticker: CPB

Record Date: 10/03/2022

Meeting Type: Annual

Primary Security ID: 134429109

Shares Voted: 10,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Howard M. Averill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director John P. (JP) Bilbrey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Campbell Soup Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Mark A. Clouse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Bennett Dorrance, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Maria Teresa (Tessa) Hilado	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Grant H. Hill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Sarah Hofstetter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Marc B. Lautenbach	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Mary Alice Dorrance Malone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Keith R. McLoughlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Kurt T. Schmidt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Archbold D. van Beuren	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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Supply Chain Practices	SH	Against	Against	Against
6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	SH	Against	Against	Against

Paylocity Holding Corporation

Meeting Date: 12/01/2022 **Country:** USA **Ticker:** PCTY
Record Date: 10/04/2022 **Meeting Type:** Annual
Primary Security ID: 70438V106

Shares Voted: 6,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven R. Beauchamp	Mgmt	For	For	For

Paylocity Holding Corporation

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 Virginia G. Breen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Robin L. Pederson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Andres D. Reiner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Kenneth B. Robinson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Ronald V. Waters, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Toby J. Williams	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Copart, Inc.

Meeting Date: 12/02/2022

Country: USA

Ticker: CPRT

Record Date: 10/11/2022

Meeting Type: Annual

Primary Security ID: 217204106

Shares Voted: 10,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Willis J. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director A. Jayson Adair	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Matt Blunt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Steven D. Cohan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Daniel J. Englander	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director James E. Meeks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Copart, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Thomas N. Tryforos	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Diane M. Morefield	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Stephen Fisher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Cherylyn Harley LeBon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Carl D. Sparks	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. The new co-CEO received a large, front-loaded equity grant, only slightly more than half of which is performance-vesting. Given that the award is intended to cover four years of equity pay, investors likely expected a more substantial portion of the award to be performance-based. Further, the performance-vesting condition carries certain risks, as the structure may reward for short peaks in stock price performance near the time of exercise. In addition, although the committee took the positive step of disclosing a more formulaic annual incentive program, a significant portion of the annual incentive remained tied to subjective individual criteria, and the company did not disclose any financial or non-financial performance targets or achievements under the program. The lack of these key disclosures inhibits an assessment of goal rigor.</i>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Apartment Income REIT Corp.

Meeting Date: 12/07/2022 **Country:** USA **Ticker:** AIRC
Record Date: 10/20/2022 **Meeting Type:** Annual
Primary Security ID: 03750L109

Shares Voted: 24,737

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Terry Considine	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Governance Committee members Thomas Bohjalian, Kristin Finney-Cooke, Margarita Palau-Hernandez, Thomas Keltner, Devin Murphy, John Rayis, Ann Sperling, and Nina Tran given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the bylaws which adversely impacts shareholder rights. A vote FOR director nominee Terry Considine is warranted.</i>				
1.2	Elect Director Thomas N. Bohjalian	Mgmt	For	For	Against
	<i>Voter Rationale: A vote AGAINST Governance Committee members Thomas Bohjalian, Kristin Finney-Cooke, Margarita Palau-Hernandez, Thomas Keltner, Devin Murphy, John Rayis, Ann Sperling, and Nina Tran given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the bylaws which adversely impacts shareholder rights. A vote FOR director nominee Terry Considine is warranted.</i>				
1.3	Elect Director Kristin R. Finney-Cooke	Mgmt	For	For	Against
	<i>Voter Rationale: A vote AGAINST Governance Committee members Thomas Bohjalian, Kristin Finney-Cooke, Margarita Palau-Hernandez, Thomas Keltner, Devin Murphy, John Rayis, Ann Sperling, and Nina Tran given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the bylaws which adversely impacts shareholder rights. A vote FOR director nominee Terry Considine is warranted.</i>				

Apartment Income REIT Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Thomas L. Keltner	Mgmt	For	For	Against
	<i>Voter Rationale: A vote AGAINST Governance Committee members Thomas Bohjalian, Kristin Finney-Cooke, Margarita Palau-Hernandez, Thomas Keltner, Devin Murphy, John Rayis, Ann Sperling, and Nina Tran given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the bylaws which adversely impacts shareholder rights. A vote FOR director nominee Terry Considine is warranted.</i>				
1.5	Elect Director Devin I. Murphy	Mgmt	For	For	Against
	<i>Voter Rationale: A vote AGAINST Governance Committee members Thomas Bohjalian, Kristin Finney-Cooke, Margarita Palau-Hernandez, Thomas Keltner, Devin Murphy, John Rayis, Ann Sperling, and Nina Tran given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the bylaws which adversely impacts shareholder rights. A vote FOR director nominee Terry Considine is warranted.</i>				
1.6	Elect Director Margarita Palau-Hernandez	Mgmt	For	For	Against
	<i>Voter Rationale: A vote AGAINST Governance Committee members Thomas Bohjalian, Kristin Finney-Cooke, Margarita Palau-Hernandez, Thomas Keltner, Devin Murphy, John Rayis, Ann Sperling, and Nina Tran given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the bylaws which adversely impacts shareholder rights. A vote FOR director nominee Terry Considine is warranted.</i>				
1.7	Elect Director John Dinha Rayis	Mgmt	For	For	Against
	<i>Voter Rationale: A vote AGAINST Governance Committee members Thomas Bohjalian, Kristin Finney-Cooke, Margarita Palau-Hernandez, Thomas Keltner, Devin Murphy, John Rayis, Ann Sperling, and Nina Tran given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the bylaws which adversely impacts shareholder rights. A vote FOR director nominee Terry Considine is warranted.</i>				
1.8	Elect Director Ann Sperling	Mgmt	For	For	Against
	<i>Voter Rationale: A vote AGAINST Governance Committee members Thomas Bohjalian, Kristin Finney-Cooke, Margarita Palau-Hernandez, Thomas Keltner, Devin Murphy, John Rayis, Ann Sperling, and Nina Tran given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the bylaws which adversely impacts shareholder rights. A vote FOR director nominee Terry Considine is warranted.</i>				
1.9	Elect Director Nina A. Tran	Mgmt	For	For	Against
	<i>Voter Rationale: A vote AGAINST Governance Committee members Thomas Bohjalian, Kristin Finney-Cooke, Margarita Palau-Hernandez, Thomas Keltner, Devin Murphy, John Rayis, Ann Sperling, and Nina Tran given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the bylaws which adversely impacts shareholder rights. A vote FOR director nominee Terry Considine is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Cisco Systems, Inc.

Meeting Date: 12/08/2022 **Country:** USA **Ticker:** CSCO
Record Date: 10/10/2022 **Meeting Type:** Annual
Primary Security ID: 17275R102

Shares Voted: 212,374

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Michele Burns	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael D. Capellas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Mark Garrett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director John D. Harris, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Kristina M. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Roderick C. McGeary	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Charles H. Robbins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Brenton L. Saunders	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Lisa T. Su	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Marianna Tessel	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	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Against	Against	Against

Medtronic Plc

Meeting Date: 12/08/2022

Country: Ireland

Ticker: MDT

Record Date: 10/11/2022

Meeting Type: Annual

Primary Security ID: G5960L103

Shares Voted: 68,587

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Medtronic Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Craig Arnold	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Scott C. Donnelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Lidia L. Fonseca	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Randall J. Hogan, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Kevin E. Lofton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Denise M. O'Leary	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Kendall J. Powell	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	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For

STORE Capital Corporation

Meeting Date: 12/09/2022

Country: USA

Ticker: STOR

Record Date: 10/24/2022

Meeting Type: Special

Primary Security ID: 862121100

STORE Capital Corporation

Shares Voted: 39,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
	<i>Voter Rationale: Although the transaction was the result of exclusive negotiations rather than an auction, a vote FOR this transaction is warranted given the offer premium, the certainty of value provided by the cash form of consideration, and the downside risk of non-approval.</i>				
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Cash severance is double trigger, reasonably based, and no excise tax gross-ups are payable. However, all equity awards will automatically accelerate upon closing, and certain PSU awards will vest above target without a clear and compelling rationale disclosed in the merger proxy.</i>				
3	Adjourn Meeting	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, given that the underlying transaction merits support.</i>				

Viatis Inc.

Meeting Date: 12/09/2022

Country: USA

Ticker: VTRS

Record Date: 10/20/2022

Meeting Type: Annual

Primary Security ID: 92556V106

Shares Voted: 61,945

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director W. Don Cornwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Harry A. Korman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director Rajiv Malik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director Richard A. Mark	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	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as it would streamline and simplify the cumbersome board leadership structure, while also enhancing independent oversight.</i>				

Microsoft Corporation

Meeting Date: 12/13/2022

Country: USA

Ticker: MSFT

Record Date: 10/12/2022

Meeting Type: Annual

Primary Security ID: 594918104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Teri L. List	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Satya Nadella	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Charles W. Scharf	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director John W. Stanton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director John W. Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Padmasree Warrior	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	Report on Cost/Benefit Analysis of Diversity and Inclusion	SH	Against	Against	Against
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against	Against
6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	SH	Against	Against	Against
7	Report on Government Use of Microsoft Technology	SH	Against	Against	Against
8	Report on Development of Products for Military	SH	Against	Against	Against

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Report on Tax Transparency	SH	Against	Against	Against

AutoZone, Inc.

Meeting Date: 12/14/2022 **Country:** USA **Ticker:** AZO
Record Date: 10/17/2022 **Meeting Type:** Annual
Primary Security ID: 053332102

Shares Voted: 1,059

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. George	Mgmt	For	For	For
	<i>Voter Rationale: Due to being partially responsive to a majority-supported shareholder proposal, a vote FOR, with caution, is warranted for Lead Director and Chairperson of the Nominating and Corporate Governance Committee Earl G. Graves, Jr and all members of the Nominating and Corporate Governance Committee: directors Enderson Guimaraes, Jill A. Soltau, and D. Bryan Jordan, who also chairs the Audit Committee. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Linda A. Goodspeed	Mgmt	For	For	For
	<i>Voter Rationale: Due to being partially responsive to a majority-supported shareholder proposal, a vote FOR, with caution, is warranted for Lead Director and Chairperson of the Nominating and Corporate Governance Committee Earl G. Graves, Jr and all members of the Nominating and Corporate Governance Committee: directors Enderson Guimaraes, Jill A. Soltau, and D. Bryan Jordan, who also chairs the Audit Committee. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Earl G. Graves, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: Due to being partially responsive to a majority-supported shareholder proposal, a vote FOR, with caution, is warranted for Lead Director and Chairperson of the Nominating and Corporate Governance Committee Earl G. Graves, Jr and all members of the Nominating and Corporate Governance Committee: directors Enderson Guimaraes, Jill A. Soltau, and D. Bryan Jordan, who also chairs the Audit Committee. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Enderson Guimaraes	Mgmt	For	For	For
	<i>Voter Rationale: Due to being partially responsive to a majority-supported shareholder proposal, a vote FOR, with caution, is warranted for Lead Director and Chairperson of the Nominating and Corporate Governance Committee Earl G. Graves, Jr and all members of the Nominating and Corporate Governance Committee: directors Enderson Guimaraes, Jill A. Soltau, and D. Bryan Jordan, who also chairs the Audit Committee. A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director Brian P. Hannasch	Mgmt	For	For	For
	<i>Voter Rationale: Due to being partially responsive to a majority-supported shareholder proposal, a vote FOR, with caution, is warranted for Lead Director and Chairperson of the Nominating and Corporate Governance Committee Earl G. Graves, Jr and all members of the Nominating and Corporate Governance Committee: directors Enderson Guimaraes, Jill A. Soltau, and D. Bryan Jordan, who also chairs the Audit Committee. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director D. Bryan Jordan	Mgmt	For	For	For
	<i>Voter Rationale: Due to being partially responsive to a majority-supported shareholder proposal, a vote FOR, with caution, is warranted for Lead Director and Chairperson of the Nominating and Corporate Governance Committee Earl G. Graves, Jr and all members of the Nominating and Corporate Governance Committee: directors Enderson Guimaraes, Jill A. Soltau, and D. Bryan Jordan, who also chairs the Audit Committee. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Gale V. King	Mgmt	For	For	For
	<i>Voter Rationale: Due to being partially responsive to a majority-supported shareholder proposal, a vote FOR, with caution, is warranted for Lead Director and Chairperson of the Nominating and Corporate Governance Committee Earl G. Graves, Jr and all members of the Nominating and Corporate Governance Committee: directors Enderson Guimaraes, Jill A. Soltau, and D. Bryan Jordan, who also chairs the Audit Committee. A vote FOR the remaining director nominees is warranted.</i>				

AutoZone, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director George R. Mrkonjac, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: Due to being partially responsive to a majority-supported shareholder proposal, a vote FOR, with caution, is warranted for Lead Director and Chairperson of the Nominating and Corporate Governance Committee Earl G. Graves, Jr and all members of the Nominating and Corporate Governance Committee: directors Enderson Guimaraes, Jill A. Soltau, and D. Bryan Jordan, who also chairs the Audit Committee. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director William C. Rhodes, III	Mgmt	For	For	For
	<i>Voter Rationale: Due to being partially responsive to a majority-supported shareholder proposal, a vote FOR, with caution, is warranted for Lead Director and Chairperson of the Nominating and Corporate Governance Committee Earl G. Graves, Jr and all members of the Nominating and Corporate Governance Committee: directors Enderson Guimaraes, Jill A. Soltau, and D. Bryan Jordan, who also chairs the Audit Committee. A vote FOR the remaining director nominees is warranted.</i>				
1.10	Elect Director Jill A. Soltau	Mgmt	For	For	For
	<i>Voter Rationale: Due to being partially responsive to a majority-supported shareholder proposal, a vote FOR, with caution, is warranted for Lead Director and Chairperson of the Nominating and Corporate Governance Committee Earl G. Graves, Jr and all members of the Nominating and Corporate Governance Committee: directors Enderson Guimaraes, Jill A. Soltau, and D. Bryan Jordan, who also chairs the Audit Committee. 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

Aspen Technology, Inc.

Meeting Date: 12/15/2022 **Country:** USA **Ticker:** AZPN
Record Date: 10/17/2022 **Meeting Type:** Annual
Primary Security ID: 29109X106

Shares Voted: 4,422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick M. Antkowiak	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Robert E. Beauchamp	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Thomas F. Bogan	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Karen M. Golz	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Ram R. Krishnan	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Antonio J. Pietri	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				

Aspen Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Arlen R. Shenkman	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Jill D. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Robert M. Whelan, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining 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	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. While annual incentives are entirely based on pre-set objective performance goals, regular annual equity awards are entirely time-based and the CEO received a large special equity grant that also lacked performance criteria. Although the CEO did not receive a regular equity grant in FY23, the company does not provide a rationale for the special award's large magnitude and lack of performance conditions.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

FactSet Research Systems Inc.

Meeting Date: 12/15/2022 **Country:** USA **Ticker:** FDS
Record Date: 10/21/2022 **Meeting Type:** Annual
Primary Security ID: 303075105

Shares Voted: 1,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James J. McGonigle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director F. Philip Snow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Maria Teresa Tejada	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	Declassify the Board of Directors	Mgmt	For	For	For
	<i>Voter Rationale: New Mexico favours unclassified board of directors.</i>				
5	Amend Certificate of Incorporation to Eliminate Certain Business Combination Restrictions	Mgmt	For	For	For
6	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	For	For	For

FactSet Research Systems Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
8	Amend Certificate of Incorporation to Remove Creditor Compromise Provision	Mgmt	For	For	For
9	Amend Certificate of Incorporation to Clarify, Streamline and Modernize the Certificate of Incorporation	Mgmt	For	For	For

THOR Industries, Inc.

Meeting Date: 12/16/2022 **Country:** USA **Ticker:** THO
Record Date: 10/17/2022 **Meeting Type:** Annual
Primary Security ID: 885160101

Shares Voted: 8,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew Graves	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Christina Hennington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Amelia A. Huntington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Laurel Hurd	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Wilson Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director William J. Kelley, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Christopher Klein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Robert W. Martin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Peter B. Orthwein	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