

VOTE SUMMARY REPORT

Date range covered : 01/01/2023 to 03/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Commercial Metals Company

Meeting Date: 01/11/2023 **Country:** USA **Ticker:** CMC
Record Date: 11/14/2022 **Meeting Type:** Annual
Primary Security ID: 201723103

Shares Voted: 19,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter R. Matt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Sarah E. Raiss	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

Micron Technology, Inc.

Meeting Date: 01/12/2023 **Country:** USA **Ticker:** MU
Record Date: 11/14/2022 **Meeting Type:** Annual
Primary Security ID: 595112103

Shares Voted: 57,075

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Robert E. Switz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director MaryAnn Wright	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

D.R. Horton, Inc.

Meeting Date: 01/18/2023 **Country:** USA **Ticker:** DHI
Record Date: 11/30/2022 **Meeting Type:** Annual
Primary Security ID: 23331A109

Shares Voted: 16,382

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

Linde Plc

Meeting Date: 01/18/2023 **Country:** Ireland **Ticker:** LIN
Record Date: 01/16/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: G5494J103

Linde Plc

Shares Voted: 25,736

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	Refer	For
<i>Voter Rationale: The board has provided compelling evidence that the persistent technical selling pressure as a result of Linde's inclusion in the DAX index, along with other European market dynamics, has continued to adversely impact its stock valuation over the last two years. Accordingly, a vote FOR these proposals is warranted, as it would help facilitate the implementation of the reorganization to delist from the FSE and enhance shareholder value.</i>					
2	Amend Articles of Association	Mgmt	For	Refer	For
<i>Voter Rationale: The board has provided compelling evidence that the persistent technical selling pressure as a result of Linde's inclusion in the DAX index, along with other European market dynamics, has continued to adversely impact its stock valuation over the last two years. Accordingly, a vote FOR these proposals is warranted, as it would help facilitate the implementation of the reorganization to delist from the FSE and enhance shareholder value.</i>					
3	Approve Common Draft Terms of Merger	Mgmt	For	Refer	For
<i>Voter Rationale: The board has provided compelling evidence that the persistent technical selling pressure as a result of Linde's inclusion in the DAX index, along with other European market dynamics, has continued to adversely impact its stock valuation over the last two years. Accordingly, a vote FOR these proposals is warranted, as it would help facilitate the implementation of the reorganization to delist from the FSE and enhance shareholder value.</i>					

Linde Plc

Meeting Date: 01/18/2023

Country: Ireland

Ticker: LIN

Record Date: 01/16/2023

Meeting Type: Court

Primary Security ID: G5494J103

Shares Voted: 25,736

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	Refer	For
<i>Voter Rationale: The board has provided compelling evidence that the persistent technical selling pressure as a result of Linde's inclusion in the DAX index, along with other European market dynamics, has continued to adversely impact its stock valuation over the last two years. Accordingly, a vote FOR this proposal is warranted, as it would help facilitate the implementation of the reorganization to delist from the FSE and enhance shareholder value.</i>					

Costco Wholesale Corporation

Meeting Date: 01/19/2023

Country: USA

Ticker: COST

Record Date: 11/11/2022

Meeting Type: Annual

Primary Security ID: 22160K105

Shares Voted: 22,665

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

Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Richard A. Galanti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Hamilton E. James	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director W. Craig Jelinek	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Sally Jewell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Charles T. Munger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director John W. Stanton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ron M. Vachris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
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
5	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/19/2023

Country: USA

Ticker: INTU

Record Date: 11/21/2022

Meeting Type: Annual

Primary Security ID: 461202103

Shares Voted: 14,478

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

Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Deborah Liu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Thomas Szkutak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Raul Vazquez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

The Scotts Miracle-Gro Company

Meeting Date: 01/23/2023 **Country:** USA **Ticker:** SMG
Record Date: 11/29/2022 **Meeting Type:** Annual
Primary Security ID: 810186106

Shares Voted: 6,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Hagedorn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Nancy G. Mistretta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Gerald Volas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Edith Aviles	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

The Scotts Miracle-Gro Company

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 Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Ashland Inc.

Meeting Date: 01/24/2023 **Country:** USA **Ticker:** ASH
Record Date: 12/01/2022 **Meeting Type:** Annual
Primary Security ID: 044186104

Shares Voted: 8,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven D. Bishop	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Brendan M. Cummins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Suzan F. Harrison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Jay V. Ihlenfeld	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Wetteny Joseph	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Susan L. Main	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Guillermo Novo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Jerome A. Peribere	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Janice J. Teal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Becton, Dickinson and Company

Meeting Date: 01/24/2023

Country: USA

Ticker: BDX

Record Date: 12/05/2022

Meeting Type: Annual

Primary Security ID: 075887109

Shares Voted: 14,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Carrie L. Byington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Claire M. Fraser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Christopher Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Marshall O. Larsen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Thomas E. Polen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Timothy M. Ring	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Bertram L. Scott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
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
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i>				

Jacobs Solutions, Inc.

Meeting Date: 01/24/2023

Country: USA

Ticker: J

Record Date: 11/30/2022

Meeting Type: Annual

Primary Security ID: 46982L108

Shares Voted: 6,587

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven J. Demetriou	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Christopher M.T. Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Priya Abani	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Vincent K. Brooks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ralph E. ("Ed") Eberhart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Manny Fernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Georgette D. Kiser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Barbara L. Loughran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Robert A. McNamara	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Robert V. Pragada	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Peter J. Robertson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Visa Inc.

Meeting Date: 01/24/2023

Country: USA

Ticker: V

Record Date: 11/25/2022

Meeting Type: Annual

Primary Security ID: 92826C839

Shares Voted: 84,134

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ramon Laguarta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Teri L. List	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director John F. Lundgren	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Linda J. Rendle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Acuity Brands, Inc.

Meeting Date: 01/25/2023

Country: USA

Ticker: AYI

Record Date: 12/05/2022

Meeting Type: Annual

Primary Security ID: 00508Y102

Shares Voted: 5,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Neil M. Ashe	Mgmt	For	For	For

Acuity Brands, Inc.

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 Marcia J. Avedon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director W. Patrick Battle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Michael J. Bender	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director G. Douglas Dillard, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director James H. Hance, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Maya Leibman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Laura G. O'Shaughnessy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Mark J. Sachleben	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Mary A. Winston	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

MSC Industrial Direct Co., Inc.

Meeting Date: 01/25/2023 **Country:** USA **Ticker:** MSM
Record Date: 12/07/2022 **Meeting Type:** Annual
Primary Security ID: 553530106

Shares Voted: 7,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Erik Gershwind	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Louise Goeser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Mitchell Jacobson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

MSC Industrial Direct Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Michael Kaufmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Steven Paladino	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Philip Peller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Rahquel Purcell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Rudina Seseri	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

New Jersey Resources Corporation

Meeting Date: 01/25/2023

Country: USA

Ticker: NJR

Record Date: 11/29/2022

Meeting Type: Annual

Primary Security ID: 646025106

Shares Voted: 15,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. O'Sullivan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Jane M. Kenny	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Sharon C. Taylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Stephen D. Westhoven	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Woodward, Inc.

Meeting Date: 01/25/2023

Country: USA

Ticker: WWD

Record Date: 11/28/2022

Meeting Type: Annual

Primary Security ID: 980745103

Shares Voted: 9,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Hess	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; and - The plan allows broad discretion to accelerate vesting.

Air Products and Chemicals, Inc.

Meeting Date: 01/26/2023

Country: USA

Ticker: APD

Record Date: 11/30/2022

Meeting Type: Annual

Primary Security ID: 009158106

Shares Voted: 11,300

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

Air Products and Chemicals, 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Jabil Inc.

Meeting Date: 01/26/2023 **Country:** USA **Ticker:** JBL
Record Date: 11/30/2022 **Meeting Type:** Annual
Primary Security ID: 466313103

Shares Voted: 22,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Christopher S. Holland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Mark T. Mondello	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director John C. Plant	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Steven A. Raymund	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Thomas A. Sansone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director David M. Stout	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Kathleen A. Walters	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Post Holdings, Inc.

Meeting Date: 01/26/2023 **Country:** USA **Ticker:** POST
Record Date: 11/21/2022 **Meeting Type:** Annual
Primary Security ID: 737446104

Post Holdings, Inc.

Shares Voted: 8,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Burwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST governance committee member Robert Grote is warranted given the board's unilateral amendment to the advance notice provision of the bylaws which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Robert E. Grote	Mgmt	For	For	Against
	<i>Voter Rationale: A vote AGAINST governance committee member Robert Grote is warranted given the board's unilateral amendment to the advance notice provision of the bylaws which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director David W. Kemper	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST governance committee member Robert Grote is warranted given the board's unilateral amendment to the advance notice provision of the bylaws which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Robert V. Vitale	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST governance committee member Robert Grote is warranted given the board's unilateral amendment to the advance notice provision of the bylaws which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The annual bonus was entirely based on clearly disclosed financial metrics, while 50 percent of the LTI program was in performance-conditioned equity. In addition, the company maintains a cap on vesting at target should absolute TSR be negative, and closing-cycle awards paid out below target, which is in-line with performance. However, shareholders should continue to monitor certain pay decisions as the overall magnitude of the CEO's equity awards continues to increase year-over year, and PRSUs vest based on a relative TSR metric that targets merely median performance.</i>				

Spire Inc.

Meeting Date: 01/26/2023

Country: USA

Ticker: SR

Record Date: 11/30/2022

Meeting Type: Annual

Primary Security ID: 84857L101

Shares Voted: 8,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward L. Glotzbach	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Rob L. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director John P. Stupp, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Spire 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Valvoline Inc.

Meeting Date: 01/26/2023 **Country:** USA **Ticker:** VVV
Record Date: 11/30/2022 **Meeting Type:** Annual
Primary Security ID: 92047W101

Shares Voted: 28,038

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald W. Evans, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Richard J. Freeland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Carol H. Kruse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Vada O. Manager	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Samuel J. Mitchell, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jennifer L. Slater	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Charles M. Sonstebly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Mary J. Twinem	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Walgreens Boots Alliance, Inc.

Meeting Date: 01/26/2023

Country: USA

Ticker: WBA

Record Date: 11/28/2022

Meeting Type: Annual

Primary Security ID: 931427108

Shares Voted: 36,665

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Rosalind G. Brewer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Ginger L. Graham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Bryan C. Hanson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director John A. Lederer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Dominic P. Murphy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Stefano Pessina	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
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 Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Against	Against	Against
5	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The company has underperformed its peers over the short and long term. While the lead independent director role is robust, the lead independent director needs to effectively act as a counterweight to both a CEO and an executive chairman. An independent chair policy would simplify the current board leadership structure, which could promote more effective independent oversight.</i>				

UGI Corporation

Meeting Date: 01/27/2023

Country: USA

Ticker: UGI

Record Date: 11/18/2022

Meeting Type: Annual

Primary Security ID: 902681105

Shares Voted: 33,000

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

WestRock Company

Meeting Date: 01/27/2023

Country: USA

Ticker: WRK

Record Date: 12/05/2022

Meeting Type: Annual

Primary Security ID: 96145D105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Colleen F. Arnold	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Timothy J. Bernlohr	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director J. Powell Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Terrell K. Crews	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Russell M. Currey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Suzan F. Harrison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Gracia C. Martore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director James E. Nevels	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director E. Jean Savage	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director David B. Sewell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Alan D. Wilson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Energizer Holdings, Inc.

Meeting Date: 01/30/2023

Country: USA

Ticker: ENR

Record Date: 11/30/2022

Meeting Type: Annual

Primary Security ID: 29272W109

Energizer Holdings, Inc.

Shares Voted: 10,300

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

Azenta, Inc.

Meeting Date: 01/31/2023

Country: USA

Ticker: AZTA

Record Date: 12/12/2022

Meeting Type: Annual

Primary Security ID: 114340102

Shares Voted: 11,800

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

Azenta, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Robyn C. Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Joseph R. Martin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Erica J. McLaughlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Tina S. Nova	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Krishna G. Palepu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Dorothy E. Puhly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Michael Rosenblatt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Stephen S. Schwartz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Ellen M. Zane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Hormel Foods Corporation

Meeting Date: 01/31/2023 **Country:** USA **Ticker:** HRL
Record Date: 12/02/2022 **Meeting Type:** Annual
Primary Security ID: 440452100

Shares Voted: 14,446

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Prama Bhatt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Gary C. Bhojwani	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Stephen M. Lacy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Elsa A. Murano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Hormel Foods Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Susan K. Nestegard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director William A. Newlands	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Christopher J. Policinski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jose Luis Prado	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Sally J. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director James P. Snee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Steven A. White	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Against	Against

Accenture Plc

Meeting Date: 02/01/2023 **Country:** Ireland **Ticker:** ACN
Record Date: 12/06/2022 **Meeting Type:** Annual
Primary Security ID: G1151C101

Shares Voted: 32,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Nancy McKinstry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Beth E. Mooney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Accenture Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Paula A. Price	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Arun Sarin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Julie Sweet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Tracey T. Travis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.</i>				
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.</i>				
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

BellRing Brands, Inc.

Meeting Date: 02/06/2023

Country: USA

Ticker: BRBR

Record Date: 12/13/2022

Meeting Type: Annual

Primary Security ID: 07831C103

Shares Voted: 21,120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Darcy H. Davenport	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee chair Elliot Stein Jr. given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, which adversely impacts shareholder rights. A vote FOR Darcy Davenport is warranted.</i>				
1.2	Elect Director Elliot H. Stein, Jr.	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee chair Elliot Stein Jr. given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, which adversely impacts shareholder rights. A vote FOR Darcy Davenport is warranted.</i>				

BellRing Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>					
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>					
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>					

Emerson Electric Co.

Meeting Date: 02/07/2023 **Country:** USA **Ticker:** EMR
Record Date: 11/29/2022 **Meeting Type:** Annual
Primary Security ID: 291011104

Shares Voted: 30,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin S. Craighead	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR Corporate Governance and Nominating Committee member Martin Craighead is warranted, with caution. The company's governing documents continue to prohibit shareholders from amending the bylaws. A vote FOR the remaining director nominees is warranted.</i>					
1b	Elect Director Gloria A. Flach	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR Corporate Governance and Nominating Committee member Martin Craighead is warranted, with caution. The company's governing documents continue to prohibit shareholders from amending the bylaws. A vote FOR the remaining director nominees is warranted.</i>					
1c	Elect Director Matthew S. Levatich	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR Corporate Governance and Nominating Committee member Martin Craighead is warranted, with caution. The company's governing documents continue to prohibit shareholders from amending the bylaws. 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	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Franklin Resources, Inc.

Meeting Date: 02/07/2023 **Country:** USA **Ticker:** BEN
Record Date: 12/09/2022 **Meeting Type:** Annual
Primary Security ID: 354613101

Franklin Resources, Inc.

Shares Voted: 14,273

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Alexander S. Friedman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Gregory E. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John Y. Kim	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Karen M. King	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Anthony J. Noto	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director John W. Thiel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Seth H. Waugh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
	<i>Voter Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				

Rockwell Automation, Inc.

Meeting Date: 02/07/2023

Country: USA

Ticker: ROK

Record Date: 12/12/2022

Meeting Type: Annual

Primary Security ID: 773903109

Rockwell Automation, Inc.

Shares Voted: 5,976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director William P. Gipson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
A2	Elect Director Pam Murphy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
A3	Elect Director Donald R. Parfet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
A4	Elect Director Robert W. Soderbery	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
D	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Atmos Energy Corporation

Meeting Date: 02/08/2023

Country: USA

Ticker: ATO

Record Date: 12/12/2022

Meeting Type: Annual

Primary Security ID: 049560105

Shares Voted: 7,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John C. Ale	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1b	Elect Director J. Kevin Akers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1c	Elect Director Kim R. Cocklin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1d	Elect Director Kelly H. Compton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1e	Elect Director Sean Donohue	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1f	Elect Director Rafael G. Garza	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1g	Elect Director Richard K. Gordon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				

Atmos Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Nancy K. Quinn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1i	Elect Director Richard A. Sampson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1j	Elect Director Diana J. Walters	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1k	Elect Director Frank Yoho	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee 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

Tyson Foods, Inc.

Meeting Date: 02/09/2023

Country: USA

Ticker: TSN

Record Date: 12/12/2022

Meeting Type: Annual

Primary Security ID: 902494103

Shares Voted: 14,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i>				
1b	Elect Director Les R. Baledge	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i>				
1c	Elect Director Mike Beebe	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i>				
1d	Elect Director Maria Claudia Borrás	Mgmt	For	For	For
	<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i>				

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director David J. Bronczek	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i>				
1f	Elect Director Mikel A. Durham	Mgmt	For	For	For
	<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i>				
1g	Elect Director Donnie King	Mgmt	For	For	For
	<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i>				
1h	Elect Director Jonathan D. Mariner	Mgmt	For	For	For
	<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i>				
1i	Elect Director Kevin M. McNamara	Mgmt	For	For	For
	<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i>				
1j	Elect Director Cheryl S. Miller	Mgmt	For	For	For
	<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i>				
1k	Elect Director Jeffrey K. Schomburger	Mgmt	For	For	For
	<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i>				
1l	Elect Director Barbara A. Tyson	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i>				
1m	Elect Director Noel White	Mgmt	For	For	For
	<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i>				

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
<i>Voter Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>					
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
<i>Voter Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>					
6	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted, as shareholders likely benefit more from the company continuing its current efforts and for the board to continue exercising its discretion on the appropriate use of WHO recommendations concerning medically important antibiotics.</i>					

Washington Federal, Inc.

Meeting Date: 02/14/2023 **Country:** USA **Ticker:** WAFD
Record Date: 12/12/2022 **Meeting Type:** Annual
Primary Security ID: 938824109

Shares Voted: 10,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen M. Graham	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director David K. Grant	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Randall H. Talbot	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
2	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Amend Deferred Compensation Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

PTC Inc.

Meeting Date: 02/16/2023

Country: USA

Ticker: PTC

Record Date: 12/09/2022

Meeting Type: Annual

Primary Security ID: 69370C100

Shares Voted: 5,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark Benjamin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Janice Chaffin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Amar Hanspal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director James Heppelmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Michal Katz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Paul Lacy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Corinna Lathan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Blake Moret	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Robert Schechter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Deere & Company

Meeting Date: 02/22/2023

Country: USA

Ticker: DE

Record Date: 12/27/2022

Meeting Type: Annual

Primary Security ID: 244199105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Tamra A. Erwin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Alan C. Heuberger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Charles O. Holliday, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Michael O. Johanns	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Clayton M. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director John C. May	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Gregory R. Page	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Sherry M. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i>				

Raymond James Financial, Inc.

Meeting Date: 02/23/2023

Country: USA

Ticker: RJF

Record Date: 12/21/2022

Meeting Type: Annual

Primary Security ID: 754730109

Shares Voted: 9,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marlene Debel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robert M. Dutkowsky	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Jeffrey N. Edwards	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Benjamin C. Esty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Anne Gates	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Thomas A. James	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Gordon L. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Roderick C. McGeary	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Paul C. Reilly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Raj Seshadri	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Nordson Corporation

Meeting Date: 02/28/2023

Country: USA

Ticker: NDSN

Record Date: 12/30/2022

Meeting Type: Annual

Primary Security ID: 655663102

Nordson Corporation

Shares Voted: 2,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sundaram Nagarajan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Michael J. Merriman, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Milton M. Morris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Mary G. Puma	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Supermajority Vote Requirement	Mgmt	For	For	For
6	Reduce Supermajority Vote Requirement for Matters Requiring Shareholder Approval under the Ohio Revised Code	Mgmt	For	For	For
7	Reduce Supermajority Vote Requirement for Certain Amendments to Regulations as set forth in Article IX	Mgmt	For	For	For
8	Amend Regulations to the Extent Permitted by Ohio law	Mgmt	For	For	For

Tetra Tech, Inc.

Meeting Date: 02/28/2023

Country: USA

Ticker: TTEK

Record Date: 01/03/2023

Meeting Type: Annual

Primary Security ID: 88162G103

Shares Voted: 8,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Gary R. Birkenbeuel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director Prashant Gandhi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Tetra Tech, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1D	Elect Director Joanne M. Maguire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director Christiana Obiaya	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Kimberly E. Ritrievi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director J. Kenneth Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Kirsten M. Volpi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Fair Isaac Corporation

Meeting Date: 03/01/2023 **Country:** USA **Ticker:** FICO
Record Date: 01/03/2023 **Meeting Type:** Annual
Primary Security ID: 303250104

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director James D. Kirsner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director William J. Lansing	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Eva Manolis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Marc F. McMorris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Joanna Rees	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Fair Isaac Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director David A. Rey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

MACOM Technology Solutions Holdings, Inc.

Meeting Date: 03/02/2023 **Country:** USA **Ticker:** MTSI
Record Date: 01/05/2023 **Meeting Type:** Annual
Primary Security ID: 55405Y100

Shares Voted: 7,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles Bland	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Stephen Daly, Charles (Chuck) Bland, and Susan Ocampo for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Charles (Chuck) Bland for serving as a non-independent member of a key board committee.</i>				
1.2	Elect Director Stephen Daly	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Stephen Daly, Charles (Chuck) Bland, and Susan Ocampo for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Charles (Chuck) Bland for serving as a non-independent member of a key board committee.</i>				
1.3	Elect Director Susan Ocampo	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Stephen Daly, Charles (Chuck) Bland, and Susan Ocampo for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Charles (Chuck) Bland for serving as a non-independent member of a key board committee.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
4	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>				

Adient plc

Meeting Date: 03/07/2023 **Country:** Ireland **Ticker:** ADNT
Record Date: 01/11/2023 **Meeting Type:** Annual
Primary Security ID: G0084W101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie L. Bushman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Peter H. Carlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Douglas G. Del Grosso	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Ricky T. 'Rick' Dillon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Richard Goodman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jose M. Gutierrez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Frederick A. 'Fritz' Henderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Barb J. Samardzich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Authorise Issue of Equity	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR these proposals is warranted as the share issuance request is limited to 20 percent of issued share capital.</i>				
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR these proposals is warranted as the share issuance request is limited to 20 percent of issued share capital.</i>				

Toll Brothers, Inc.

Meeting Date: 03/07/2023

Country: USA

Ticker: TOL

Record Date: 01/12/2023

Meeting Type: Annual

Primary Security ID: 889478103

Toll Brothers, Inc.

Shares Voted: 17,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas C. Yearley, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Stephen F. East	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Christine N. Garvey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Karen H. Grimes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Derek T. Kan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Carl B. Marbach	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director John A. McLean	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Wendell E. Pritchett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Paul E. Shapiro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Scott D. Stowell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Analog Devices, Inc.

Meeting Date: 03/08/2023

Country: USA

Ticker: ADI

Record Date: 01/03/2023

Meeting Type: Annual

Primary Security ID: 032654105

Shares Voted: 24,586

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

Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director James A. Champy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Andre Andonian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Anantha P. Chandrakasan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Edward H. Frank	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Karen M. Golz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Mercedes Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Kenton J. Sicchitano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ray Stata	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Susie Wee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Johnson Controls International Plc

Meeting Date: 03/08/2023 **Country:** Ireland **Ticker:** JCI
Record Date: 01/05/2023 **Meeting Type:** Annual
Primary Security ID: G51502105

Shares Voted: 32,913

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

Johnson Controls International Plc

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

QUALCOMM Incorporated

Meeting Date: 03/08/2023

Country: USA

Ticker: QCOM

Record Date: 01/09/2023

Meeting Type: Annual

Primary Security ID: 747525103

Shares Voted: 53,557

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Mark Fields	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Gregory N. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jamie S. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Anthony J. Vinciguerra	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	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

AmerisourceBergen Corporation

Meeting Date: 03/09/2023

Country: USA

Ticker: ABC

Record Date: 01/09/2023

Meeting Type: Annual

Primary Security ID: 03073E105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Steven H. Collis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director D. Mark Durcan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Richard W. Gochnauer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Lon R. Greenberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Kathleen W. Hyle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Lorence H. Kim	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Henry W. McGee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Applied Materials, Inc.

Meeting Date: 03/09/2023

Country: USA

Ticker: AMAT

Record Date: 01/11/2023

Meeting Type: Annual

Primary Security ID: 038222105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Judy Bruner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Kevin P. March	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is considered small given the company's size and the composition of its shareholder base.</i>				
6	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

Cabot Corporation

Meeting Date: 03/09/2023

Country: USA

Ticker: CBT

Record Date: 01/17/2023

Meeting Type: Annual

Primary Security ID: 127055101

Cabot Corporation

Shares Voted: 8,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Juan Enriquez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Sean D. Keohane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director William C. Kirby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Raffiq Nathoo	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

F5, Inc.

Meeting Date: 03/09/2023

Country: USA

Ticker: FFIV

Record Date: 01/04/2023

Meeting Type: Annual

Primary Security ID: 315616102

Shares Voted: 2,836

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael L. Dreyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Alan J. Higginson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Peter S. Klein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Nikhil Mehta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

F5, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Michael F. Montoya	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Marie E. Myers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director James M. Phillips	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Sripada Shivananda	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
	<i>Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The three-year average burn rate is excessive; and * The plan allows broad discretion to accelerate vesting.</i>				
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Hologic, Inc.

Meeting Date: 03/09/2023

Country: USA

Ticker: HOLX

Record Date: 01/11/2023

Meeting Type: Annual

Primary Security ID: 436440101

Shares Voted: 11,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Sally W. Crawford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Scott T. Garrett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ludwig N. Hantson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Namal Nawana	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Hologic, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Christiana Stamoulis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Stacey D. Stewart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Amy M. Wendell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

National Fuel Gas Company

Meeting Date: 03/09/2023

Country: USA

Ticker: NFG

Record Date: 01/09/2023

Meeting Type: Annual

Primary Security ID: 636180101

Shares Voted: 14,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Carroll	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Steven C. Finch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Joseph N. Jagers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Jeffrey W. Shaw	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Thomas E. Skains	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director David F. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Ronald J. Tanski	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

National Fuel Gas Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

TransDigm Group Incorporated

Meeting Date: 03/09/2023 **Country:** USA **Ticker:** TDG
Record Date: 01/13/2023 **Meeting Type:** Annual
Primary Security ID: 893641100

Shares Voted: 2,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Barr	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote. A vote FOR the other director nominees is warranted.</i>				
1.2	Elect Director Jane Cronin	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote. A vote FOR the other director nominees is warranted.</i>				
1.3	Elect Director Mervin Dunn	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote. A vote FOR the other director nominees is warranted.</i>				
1.4	Elect Director Michael Graff	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote. A vote FOR the other director nominees is warranted.</i>				
1.5	Elect Director Sean Hennessy	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote. A vote FOR the other director nominees is warranted.</i>				
1.6	Elect Director W. Nicholas Howley	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote. A vote FOR the other director nominees is warranted.</i>				
1.7	Elect Director Gary E. McCullough	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote. A vote FOR the other director nominees is warranted.</i>				
1.8	Elect Director Michele Santana	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote. A vote FOR the other director nominees is warranted.</i>				

TransDigm Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Robert Small	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote. A vote FOR the other director nominees is warranted.</i>				
1.10	Elect Director John Staer	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote. A vote FOR the other director nominees is warranted.</i>				
1.11	Elect Director Kevin Stein	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Mervin Dunn, Michael Graff, Sean Hennessy, and Robert Small due to insufficient responsiveness to last year's low say-on-pay vote. A vote FOR the other director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Following another low-say-on-pay vote, the compensation committee did not demonstrate sufficient responsiveness to shareholder concerns. Further, pay-for-performance concerns are again raised, including a discretionary adjustment to the annual incentive payout without compelling rationale and ongoing magnitude concerns with equity awards.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	None	One Year	One Year
	<i>Voter Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are</i>				

Apple Inc.

Meeting Date: 03/10/2023 **Country:** USA **Ticker:** AAPL
Record Date: 01/09/2023 **Meeting Type:** Annual
Primary Security ID: 037833100

Shares Voted: 714,064

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

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Art Levinson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1g	Elect Director Monica Lozano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1h	Elect Director Ron Sugar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1i	Elect Director Sue Wagner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
6	Report on Operations in Communist China	SH	Against	Against	Against
7	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	SH	Against	Against	Against
8	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>				
9	Amend Proxy Access Right	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i>				

IAA, Inc.

Meeting Date: 03/14/2023 **Country:** USA **Ticker:** IAA
Record Date: 01/25/2023 **Meeting Type:** Special
Primary Security ID: 449253103

Shares Voted: 21,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
	<i>Voter Rationale: Shareholders who believe the worst-case scenario for IAA is not much below the present share price and prefer the potential rewards of cost control, market share gains, and closing the valuation gap to IAA's closest competitor, would be justified in voting against the merger. However, the merger consideration offers a premium, the deal values IAA at a premium to its unaffected EBITDA multiple, and there does not appear to be an actionable, preferable, strategic alternative, such that cautionary support FOR the merger is warranted</i>				
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. Cash severance is double trigger and reasonably based, and no excise tax gross-ups are payable. In addition, equity awards will only vest upon a qualifying termination of employment.</i>				

IAA, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Adjourn Meeting	Mgmt	For	Refer	For
<i>Voter Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants cautionary support</i>					

MAXIMUS, Inc.

Meeting Date: 03/14/2023 **Country:** USA **Ticker:** MMS
Record Date: 01/13/2023 **Meeting Type:** Annual
Primary Security ID: 577933104

Shares Voted: 9,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne K. Altman	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Bruce L. Caswell	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director John J. Haley	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Jan D. Madsen	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Richard A. Montoni	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Gayathri Rajan	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director Raymond B. Ruddy	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1h	Elect Director Michael J. Warren	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Agilent Technologies, Inc.

Meeting Date: 03/15/2023 **Country:** USA **Ticker:** A
Record Date: 01/24/2023 **Meeting Type:** Annual
Primary Security ID: 00846U101

Agilent Technologies, Inc.

Shares Voted: 14,093

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heidi K. Kunz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Susan H. Rataj	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director George A. Scangos	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Dow R. 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
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

TE Connectivity Ltd.

Meeting Date: 03/15/2023

Country: Switzerland

Ticker: TEL

Record Date: 02/23/2023

Meeting Type: Annual

Primary Security ID: H84989104

Shares Voted: 14,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadiou	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Terrence R. Curtin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Carol A. (John) Davidson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director William A. Jeffrey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Syaru Shirley Lin	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
1g	Elect Director Thomas J. Lynch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Heath A. Mitts	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Mark C. Trudeau	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Laura H. Wright	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Elect Board Chairman Thomas J. Lynch	Mgmt	For	For	For
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.</i>				
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.</i>				
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.</i>				
4	Designate Rene Schwarzenbach as Independent Proxy	Mgmt	For	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR these routine items are warranted.</i>				
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR these routine items are warranted.</i>				
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 30, 2022	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR these routine items are warranted.</i>				
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	Mgmt	For	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
9	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Remuneration of Executive Management in the Amount of USD 53.5 Million	Mgmt	For	For	For
12	Approve Remuneration of Board of Directors in the Amount of USD 4.1 Million	Mgmt	For	For	For
13	Approve Allocation of Available Earnings at September 30, 2022	Mgmt	For	For	For
<i>Voter Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>					
14	Approve Declaration of Dividend	Mgmt	For	For	For
<i>Voter Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>					
15	Authorize Share Repurchase Program	Mgmt	For	For	For
16	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
17	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For

The Cooper Companies, Inc.

Meeting Date: 03/15/2023 **Country:** USA **Ticker:** COO
Record Date: 01/19/2023 **Meeting Type:** Annual
Primary Security ID: 216648402

Shares Voted: 2,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Colleen E. Jay	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director William A. Kozy	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Cynthia L. Lucchese	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.4	Elect Director Teresa S. Madden	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					

The Cooper Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Gary S. Petersmeyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Maria Rivas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Robert S. Weiss	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Albert G. White, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Arrowhead Pharmaceuticals, Inc.

Meeting Date: 03/16/2023

Country: USA

Ticker: ARWR

Record Date: 01/20/2023

Meeting Type: Annual

Primary Security ID: 04280A100

Shares Voted: 16,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglass Given	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1b	Elect Director Michael S. Perry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1c	Elect Director Christopher Anzalone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1d	Elect Director Marianne De Backer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1e	Elect Director Mauro Ferrari	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1f	Elect Director Adeoye Olukotun	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1g	Elect Director William Waddill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				

Arrowhead Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Victoria Vakiener	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Increase Authorized Common Stock	Mgmt	For	For	For
4	Ratify Rose, Snyder & Jacobs LLP as Auditors	Mgmt	For	For	For

Keysight Technologies, Inc.

Meeting Date: 03/16/2023 **Country:** USA **Ticker:** KEYS
Record Date: 01/17/2023 **Meeting Type:** Annual
Primary Security ID: 49338L103

Shares Voted: 8,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Satish C. Dhanasekaran	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>					
1.2	Elect Director Richard P. Hamada	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>					
1.3	Elect Director Paul A. Lacouture	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>					
1.4	Elect Director Kevin A. Stephens	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	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>					

TD SYNEX Corporation

Meeting Date: 03/21/2023 **Country:** USA **Ticker:** SNX
Record Date: 01/23/2023 **Meeting Type:** Annual
Primary Security ID: 87162W100

Shares Voted: 6,502

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dennis Polk	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Robert Kalsow-Ramos	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Ann Vezina	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Richard Hume	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director Fred Breidenbach	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director Hau Lee	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Matthew Miao	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.8	Elect Director Nayaki Nayyar	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director Matthew Nord	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.10	Elect Director Merline Saintil	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
1.11	Elect Director Duane E. Zitzner	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Feng-Chiang (Matthew) Miao for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voter Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay. Vote "one-year" for the advisory vote on say on pay frequency</i>				
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				

The Toro Company

Meeting Date: 03/21/2023

Country: USA

Ticker: TTC

Record Date: 01/20/2023

Meeting Type: Annual

Primary Security ID: 891092108

Shares Voted: 16,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey M. Ettinger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Eric P. Hansotia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director D. Christian Koch	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

Concentrix Corporation

Meeting Date: 03/23/2023

Country: USA

Ticker: CNXC

Record Date: 01/25/2023

Meeting Type: Annual

Primary Security ID: 20602D101

Shares Voted: 6,802

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chris Caldwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Teh-Chien Chou	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director LaVerne H. Council	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jennifer Deason	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Kathryn Hayley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Kathryn Marinello	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Dennis Polk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Concentrix Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Ann Vezina	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

Starbucks Corporation

Meeting Date: 03/23/2023 **Country:** USA **Ticker:** SBUX
Record Date: 01/13/2023 **Meeting Type:** Annual
Primary Security ID: 855244109

Shares Voted: 54,798

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Andrew Campion	Mgmt	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For
1d	Elect Director Mellody Hobson	Mgmt	For	For	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1f	Elect Director Satya Nadella	Mgmt	For	For	For
1g	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1h	Elect Director Howard Schultz	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Plant-Based Milk Pricing	SH	Against	Against	Against
<i>Voter Rationale: A vote AGAINST this resolution is warranted, as the company provides sufficient disclosure for shareholders to evaluate any risks associated with its offering of plant-based milks.</i>					
6	Adopt Policy on Succession Planning	SH	Against	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the company has already incorporated most of the key elements of the proposal into its succession planning policy.</i>					
7	Report on Operations in Communist China	SH	Against	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide shareholders with sufficient disclosure to understand to what extent corporate operations depend on China.</i>					

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. A third-party assessment would help shareholders better evaluate various allegations related to freedom of association and collective bargaining and the company's management of any associated risks.</i>				
9	Establish Committee on Corporate Sustainability	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this resolution is warranted, as the company's existing board framework appears adequate to allow for robust oversight of issues related to corporate sustainability issues and, absent clear performance concerns, the board is generally given latitude to determine its committee structure.</i>				

Jefferies Financial Group Inc.

Meeting Date: 03/29/2023 **Country:** USA **Ticker:** JEF
Record Date: 01/30/2023 **Meeting Type:** Annual
Primary Security ID: 47233W109

Shares Voted: 30,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda L. Adamany	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Barry J. Alperin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Robert D. Beyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Matrice Ellis Kirk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Brian P. Friedman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director MaryAnne Gilmartin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Richard B. Handler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Thomas W. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Jacob M. Katz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Michael T. O'Kane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Jefferies Financial Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Joseph S. Steinberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Melissa V. Weiler	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: The company demonstrated sufficient responsiveness to last year's low support for this proposal by disclosing engagement efforts, specific feedback from shareholders, and certain changes that appear to address shareholders' expressed concerns. However, a vote AGAINST this proposal is warranted due to an unmitigated pay-for-performance misalignment. The company's framework for determining total incentive pay incorporates a significant degree of committee discretion, lacks key disclosures, and provides for outsized pay opportunities for the CEO and president. Finally, the president and CEO each received \$25.0 million retention equity awards that were entirely in the form of time-based shares.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Ciena Corporation

Meeting Date: 03/30/2023 **Country:** USA **Ticker:** CIEN
Record Date: 01/30/2023 **Meeting Type:** Annual
Primary Security ID: 171779309

Shares Voted: 23,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joanne B. Olsen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Gary B. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

AECOM

Meeting Date: 03/31/2023 **Country:** USA **Ticker:** ACM
Record Date: 01/30/2023 **Meeting Type:** Annual
Primary Security ID: 00766T100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley W. Buss	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Lydia H. Kennard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Kristy Pipes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Troy Rudd	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Douglas W. Stotlar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Daniel R. Tishman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Sander van't Noordende	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Janet C. Wolfenbarger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year