

# VOTE SUMMARY REPORT

Date range covered : 04/01/2023 to 06/30/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

## Broadcom Inc.

**Meeting Date:** 04/03/2023      **Country:** USA      **Ticker:** AVGO  
**Record Date:** 02/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 11135F101

Shares Voted: 18,746

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				
1b	Elect Director Gayla J. Delly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				
1c	Elect Director Raul J. Fernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				
1e	Elect Director Check Kian Low	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				
1f	Elect Director Justine F. Page	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				
1g	Elect Director Henry Samueli	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				
1h	Elect Director Hock E. Tan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the director nominees is warranted.</i>				
1i	Elect Director Harry L. You	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all the 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	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; * The plan permits liberal recycling of shares; and * The plan allows broad discretion to accelerate vesting.</i>				

## Broadcom Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST the proposal is warranted. While positive features are noted, including an annual incentive plan with clearly disclosed financial goals and entirely performance-based equity, certain negative factors raised significant concern. The annual bonus has the potential for a significant amount of committee discretion, and in FY22 the CEO's individual performance modifier increased the payout from 150 percent of target to 225 percent. In addition, the annual performance equity award targets merely median performance and the board also provided the CEO with an additional special award in FY22. Though smaller in value than the annual award, the performance period was just one year, specific goals were not disclosed, and directors determined that the goals were met just one month after grant. Investors may also note the CEO received another sizable special equity grant after the end of the fiscal year.</i></p>					
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<p><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></p>					

## The Walt Disney Company

**Meeting Date:** 04/03/2023

**Country:** USA

**Ticker:** DIS

**Record Date:** 02/08/2023

**Meeting Type:** Annual

**Primary Security ID:** 254687106

**Shares Voted:** 84,355

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Safra A. Catz	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director Amy L. Chang	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director Francis A. deSouza	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1e	Elect Director Carolyn N. Everson	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1f	Elect Director Michael B.G. Froman	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1g	Elect Director Robert A. Iger	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1i	Elect Director Calvin R. McDonald	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					

## The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Mark G. Parker	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1k	Elect Director Derica W. Rice	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
5	Report on Risks Related to Operations in China	SH	Against	Against	Against
6	Report on Charitable Contributions	SH	Against	Against	Against
7	Report on Political Expenditures	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>					

## RH

**Meeting Date:** 04/04/2023      **Country:** USA      **Ticker:** RH  
**Record Date:** 03/06/2023      **Meeting Type:** Special  
**Primary Security ID:** 74967X103

**Shares Voted:** 6,568

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve 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 equity program is estimated to be excessively dilutive (overriding factor); * The plan cost is excessive; * The three-year average burn rate is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); * The plan permits liberal recycling of shares; and * The plan allows broad discretion to accelerate vesting.</i>					

## Hewlett Packard Enterprise Company

**Meeting Date:** 04/05/2023      **Country:** USA      **Ticker:** HPE  
**Record Date:** 02/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 42824C109

**Shares Voted:** 59,508

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

## Hewlett Packard Enterprise Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Pamela L. Carter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Regina E. Dugan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jean M. Hobby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Raymond J. Lane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Ann M. Livermore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Antonio F. Neri	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Charles H. Noski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Raymond E. Ozzie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Gary M. Reiner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Patricia F. Russo	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	Against	Against

## Schlumberger N.V.

**Meeting Date:** 04/05/2023

**Country:** Curacao

**Ticker:** SLB

**Record Date:** 02/08/2023

**Meeting Type:** Annual

**Primary Security ID:** 806857108

**Shares Voted:** 65,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	For	For	For

## Schlumberger N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Patrick de La Chevardiere	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Miguel Galuccio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Olivier Le Peuch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Samuel Leupold	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Tatiana Mitrova	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Maria Moraeus Hanssen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Vanitha Narayanan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Mark Papa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Jeff Sheets	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Ulrich Spiesshofer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt and Approve Financials and Dividends	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## The Goodyear Tire & Rubber Company

**Meeting Date:** 04/10/2023      **Country:** USA      **Ticker:** GT  
**Record Date:** 02/14/2023      **Meeting Type:** Annual  
**Primary Security ID:** 382550101

**Shares Voted:** 51,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Norma B. Clayton	Mgmt	For	For	For

# The Goodyear Tire & Rubber Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director James A. Firestone	Mgmt	For	For	For
1c	Elect Director Werner Geissler	Mgmt	For	For	For
1d	Elect Director Laurette T. Koellner	Mgmt	For	For	For
1e	Elect Director Richard J. Kramer	Mgmt	For	For	For
1f	Elect Director Karla R. Lewis	Mgmt	For	For	For
1g	Elect Director Prashanth Mahendra-Rajah	Mgmt	For	For	For
1h	Elect Director John E. McGlade	Mgmt	For	For	For
1i	Elect Director Roderick A. Palmore	Mgmt	For	For	For
1j	Elect Director Hera K. Siu	Mgmt	For	For	For
1k	Elect Director Michael R. Wessel	Mgmt	For	For	For
1l	Elect Director Thomas L. Williams	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

# A. O. Smith Corporation

**Meeting Date:** 04/11/2023      **Country:** USA      **Ticker:** AOS  
**Record Date:** 02/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 831865209

Shares Voted: 5,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald D. Brown	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: A WITHHOLD vote for governance committee member Ronald Brown is warranted given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>				
1.2	Elect Director Earl E. Exum	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Michael M. Larsen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Idelle K. Wolf	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				

## A. O. Smith Corporation

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
	<i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Some concerns are raised by the committee's decision to discretionarily increase annual incentive payouts, as does the continued limited disclosure of annual incentive metric performance goals and actual results. Nevertheless, annual incentives are based entirely on pre-set financial metrics with adjusted awards still paid out below target, and long-term incentives are predominantly based on performance measures.</i>				
3	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>				
4	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.</i>				
5	Report on Whether Company Policies Reinforce Racism in Company Culture	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Shareholders may wish to engage with the company on providing more disclosure around its diversity and inclusion efforts, but there do not appear to be significant controversies or allegations that suggest the company's policies are reinforcing racism within its corporate culture.</i>				

## Lennar Corporation

**Meeting Date:** 04/12/2023      **Country:** USA      **Ticker:** LEN  
**Record Date:** 02/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 526057104

**Shares Voted:** 11,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Rick Beckwitt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Tig Gilliam	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Sherrill W. Hudson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Jonathan M. Jaffe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Sidney Lapidus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Teri P. McClure	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				

## Lennar Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Stuart Miller	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Stuart Miller is warranted given he is the primary beneficiary of the problematic capital structure.</i>				
1i	Elect Director Armando Olivera	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director Jeffrey Sonnenfeld	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the proposal is warranted, with caution. Meaningful improvements were made to address shareholders' concerns following last year's low say-on-pay vote, including a payout cap for the annual bonus, and an increased emphasis on the long-term program, by increasing the mix of performance-conditioned equity awards for NEOs in FY22. Additionally, the company improved the goal rigor of performance awards, by requiring outperformance for a target payout. Nevertheless, certain concerns remain regarding three highly paid executives that warrant continued monitoring. In particular, although overall compensation levels for the co-CEOs and executive chairman declined in FY22, total pay remains high, and well above peer median CEO pay, which can be costly for investors. This was primarily due to larger equity grants made to the co-CEOs and executive chairman when the committee increased the goal rigor and made more of the LTI grant in performance equity.</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.</i>				
4	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>				
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
	<i>Voter Rationale: A vote FOR the proposal is warranted, as shareholders would benefit from a one-vote, one-share capital structure in which voting interests are better aligned with economic interests.</i>				

## Synopsys, Inc.

**Meeting Date:** 04/12/2023      **Country:** USA      **Ticker:** SNPS  
**Record Date:** 02/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 871607107

Shares Voted: 7,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Luis Borgen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Marc N. Casper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Synopsys, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Janice D. Chaffin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Bruce R. Chizen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Mercedes Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jeannine P. Sargent	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director John G. Schwarz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Roy Vallee	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as it would enhance the existing shareholder right to call special meetings. Although the proposal also requests the elimination of a one-year holding period provision, the precatory proposal inherently affords the board flexibility to maintain appropriate safeguards against abuse.</i>				

## The Bank of New York Mellon Corporation

**Meeting Date:** 04/12/2023

**Country:** USA

**Ticker:** BK

**Record Date:** 02/16/2023

**Meeting Type:** Annual

**Primary Security ID:** 064058100

**Shares Voted:** 34,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Z. Cook	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director M. Amy Gilliland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

# The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director K. Guru Gowrappan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Ralph Izzo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Sandra E. "Sandie" O'Connor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Frederick O. Terrell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Robin A. Vince	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Alfred W. "Al" Zollar	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	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## Dow Inc.

**Meeting Date:** 04/13/2023      **Country:** USA      **Ticker:** DOW  
**Record Date:** 02/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 260557103

Shares Voted: 32,564

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Dow Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Richard K. Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jerri DeVard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Debra L. Dial	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jeff M. Fettig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jim Fitterling	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Jacqueline C. Hinman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Luis Alberto Moreno	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Jill S. Wyant	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Daniel W. Yohannes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against
5	Commission Audited Report on Reduced Plastics Demand	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to manage a possible reduction in the demand for virgin plastics and the associated financial repercussions would allow shareholders to better assess the company's related risk management and strategic planning.</i>				

## Fifth Third Bancorp

**Meeting Date:** 04/18/2023

**Country:** USA

**Ticker:** FITB

**Record Date:** 02/24/2023

**Meeting Type:** Annual

**Primary Security ID:** 316773100

**Shares Voted:** 31,780

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

## Fifth Third Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director B. Evan Bayh, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Jorge L. Benitez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Katherine B. Blackburn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Emerson L. Brumback	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Linda W. Clement-Holmes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director C. Bryan Daniels	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Mitchell S. Feiger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Thomas H. Harvey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Gary R. Heminger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Eileen A. Mallesch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Michael B. McCallister	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Timothy N. Spence	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Marsha C. Williams	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

## IQVIA Holdings Inc.

**Meeting Date:** 04/18/2023

**Country:** USA

**Ticker:** IQV

**Record Date:** 02/17/2023

**Meeting Type:** Annual

**Primary Security ID:** 46266C105

Shares Voted: 8,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol J. Burt	Mgmt	For	For	For
1b	Elect Director Colleen A. Goggins	Mgmt	For	For	For
1c	Elect Director Sheila A. Stamps	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholders' rights and the precatory proposal inherently affords the board flexibility to maintain appropriate safeguards against abuse.</i></p>					
5	Require Independent Board Chair	SH	Against	Against	Against
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

**M&T Bank Corporation**

Meeting Date: 04/18/2023

Country: USA

Ticker: MTB

Record Date: 02/23/2023

Meeting Type: Annual

Primary Security ID: 55261F104

Shares Voted: 8,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John P. Barnes	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.2	Elect Director Robert T. Brady	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.3	Elect Director Carlton J. Charles	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.4	Elect Director Jane Chwick	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.5	Elect Director William F. Cruger, Jr.	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.6	Elect Director T. Jefferson Cunningham, III	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.7	Elect Director Gary N. Geisel	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					

## M&T Bank Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Leslie V. Godridge	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Rene F. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Richard H. Ledgett, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Melinda R. Rich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Robert E. Sadler, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Denis J. Salamone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.14	Elect Director John R. Scannell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.15	Elect Director Rudina Seseri	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.16	Elect Director Kirk W. Walters	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.17	Elect Director Herbert L. Washington	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Moody's Corporation

**Meeting Date:** 04/18/2023

**Country:** USA

**Ticker:** MCO

**Record Date:** 02/21/2023

**Meeting Type:** Annual

**Primary Security ID:** 615369105

**Shares Voted:** 7,292

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

## Moody's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Therese Esperdy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Robert Fauber	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Vincent A. Forlenza	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Kathryn M. Hill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jose M. Minaya	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Leslie F. Seidman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Zig Serafin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Bruce Van Saun	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	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

## Pinnacle Financial Partners, Inc.

**Meeting Date:** 04/18/2023      **Country:** USA      **Ticker:** PNFP  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 72346Q104

**Shares Voted:** 13,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Abney S. Boxley, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Charles E. Brock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Pinnacle Financial Partners, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Renda J. Burkhart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Gregory L. Burns	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Richard D. Callicutt, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Thomas C. Farnsworth, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Joseph C. Galante	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Glenda Baskin Glover	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director David B. Ingram	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Decosta E. Jenkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Robert A. McCabe, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director G. Kennedy Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director M. Terry Turner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Crowe 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

## Prosperity Bancshares, Inc.

**Meeting Date:** 04/18/2023      **Country:** USA      **Ticker:** PB  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 743606105

Shares Voted: 16,500

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



## Prosperity Bancshares, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director William T. Luedke, IV	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Perry Mueller, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Harrison Stafford, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Laura Murillo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Ileana Blanco	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Public Service Enterprise Group Incorporated

**Meeting Date:** 04/18/2023      **Country:** USA      **Ticker:** PEG  
**Record Date:** 02/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 744573106

Shares Voted: 23,099

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ralph A. LaRossa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Susan Tomasky	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Willie A. Deese	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Jamie M. Gentoso	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Barry H. Ostrowsky	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Valerie A. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Scott G. Stephenson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Public Service Enterprise Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Laura A. Sugg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director John P. Surma	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Alfred W. Zollar	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
4a	Eliminate Supermajority Vote Requirements for Certain Business Combinations	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would improve shareholder rights.</i>				
4b	Eliminate Supermajority Vote Requirements to Remove a Director Without Cause	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would improve shareholder rights.</i>				
4c	Eliminate Supermajority Vote Requirement to Make Certain Amendments to By-Laws	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would improve shareholder rights.</i>				
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Texas Capital Bancshares, Inc.

**Meeting Date:** 04/18/2023      **Country:** USA      **Ticker:** TCBI  
**Record Date:** 02/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 88224Q107

Shares Voted: 9,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paola M. Arbour	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Jonathan E. Baliff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director James H. Browning	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Rob C. Holmes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Texas Capital Bancshares, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director David S. Huntley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Charles S. Hyle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Thomas E. Long	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Elysia Holt Ragusa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Steven P. Rosenberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Robert W. Stallings	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Dale W. Tremblay	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: The committee demonstrated sufficient responsiveness to low vote support for the 2022 say-on-pay proposal. However, a vote AGAINST this proposal is warranted due to an unmitigated pay-for-performance misalignment. The committee returned to a multi-year measurement period in the LTI, although forward-looking goals are not disclosed. The FY22 STI program was predominantly based on strategic goals and the remainder on 14 financial metrics for which no individual weightings, pre-set targets, or results alongside the metrics were disclosed. While the company increased the proportion of quantitative metrics for the 2023 annual incentives, the proxy does not disclose whether such metrics will be based on pre-set, disclosed threshold, target and maximum goals. These STI concerns are exacerbated given a maximum payout on a relatively high target opportunity for the CEO.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## The Boeing Company

**Meeting Date:** 04/18/2023      **Country:** USA      **Ticker:** BA  
**Record Date:** 02/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 097023105

**Shares Voted:** 25,895

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert A. Bradway	Mgmt	For	For	For
1b	Elect Director David L. Calhoun	Mgmt	For	For	For
1c	Elect Director Lynne M. Doughtie	Mgmt	For	For	For
1d	Elect Director David L. Gitlin	Mgmt	For	For	For
1e	Elect Director Lynn J. Good	Mgmt	For	For	For

## The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Stayce D. Harris	Mgmt	For	For	For
1g	Elect Director Akhil Johri	Mgmt	For	For	For
1h	Elect Director David L. Joyce	Mgmt	For	For	For
1i	Elect Director Lawrence W. Kellner	Mgmt	For	For	For
1j	Elect Director Steven M. Mollenkopf	Mgmt	For	For	For
1k	Elect Director John M. Richardson	Mgmt	For	For	For
1l	Elect Director Sabrina Soussan	Mgmt	For	For	For
1m	Elect Director Ronald A. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

*Voter Rationale: A vote AGAINST this proposal is warranted. Increases to both the CEO's incentive program opportunities were made on the backdrop of negative short- and long-term TSR performance. Further, these increases have contributed to a misalignment between pay and performance for the most recent fiscal year. While annual incentives were based on a primarily quantitative scorecard, the committee may increase payouts based on a subjective assessment of individual performance, and the CEO's award was increased for FY22. Long-term incentives were half performance-based, but FY22 grants provide for an opportunity to reduce the premium price of the stock options if the company's TSR meets merely a median performance hurdle.*

3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
6	Report on Risks Related to Operations in China	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.*

8	Report on Climate Lobbying	SH	Against	For	For
9	Report on Median Gender/Racial Pay Gap	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from median gender and racial pay gap statistics that would allow them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.*

## U.S. Bancorp

**Meeting Date:** 04/18/2023

**Country:** USA

**Ticker:** USB

**Record Date:** 02/21/2023

**Meeting Type:** Annual

**Primary Security ID:** 902973304

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Dorothy J. Bridges	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Andrew Cecere	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Alan B. Colberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Kimberly N. Ellison-Taylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Kimberly J. Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Roland A. Hernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Richard P. McKenney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Yusuf I. Mehdi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Loretta E. Reynolds	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director John P. Wiehoff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Scott W. Wine	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

**Whirlpool Corporation**

Meeting Date: 04/18/2023

Country: USA

Ticker: WHR

Record Date: 02/17/2023

Meeting Type: Annual

Primary Security ID: 963320106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Marc R. Bitzer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Greg Creed	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Diane M. Dietz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Gerri T. Elliott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jennifer A. LaClair	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director John D. Liu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director James M. Loree	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Harish Manwani	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Patricia K. Poppe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Larry O. Spencer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Michael D. White	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
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

## AutoNation, Inc.

Meeting Date: 04/19/2023

Country: USA

Ticker: AN

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 05329W102

## AutoNation, Inc.

Shares Voted: 6,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rick L. Burdick	Mgmt	For	For	For
1b	Elect Director David B. Edelson	Mgmt	For	For	For
1c	Elect Director Robert R. Grusky	Mgmt	For	For	For
1d	Elect Director Norman K. Jenkins	Mgmt	For	For	For
1e	Elect Director Lisa Lutoff-Perlo	Mgmt	For	For	For
1f	Elect Director Michael Manley	Mgmt	For	For	For
1g	Elect Director G. Mike Mikan	Mgmt	For	For	For
1h	Elect Director Jacqueline A. Travisano	Mgmt	For	For	For
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	Three Years	One Year	One Year
<p><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></p>					
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## Commerce Bancshares, Inc.

Meeting Date: 04/19/2023

Country: USA

Ticker: CBSH

Record Date: 02/15/2023

Meeting Type: Annual

Primary Security ID: 200525103

Shares Voted: 20,668

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Blackford F. Brauer	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.2	Elect Director W. Kyle Chapman	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.3	Elect Director Karen L. Daniel	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.4	Elect Director David W. Kemper	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Commerce Bancshares, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Increase Authorized Common Stock	Mgmt	For	For	For
6	Amend Omnibus Stock Plan	Mgmt	For	For	For

## EQT Corporation

**Meeting Date:** 04/19/2023      **Country:** USA      **Ticker:** EQT  
**Record Date:** 02/03/2023      **Meeting Type:** Annual  
**Primary Security ID:** 26884L109

Shares Voted: 17,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lydia I. Beebe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Lee M. Canaan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Janet L. Carrig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Frank C. Hu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Kathryn J. Jackson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director John F. McCartney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director James T. McManus, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Anita M. Powers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Daniel J. Rice, IV	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Toby Z. Rice	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Hallie A. Vanderhider	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



## EQT Corporation

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

## HCA Healthcare, Inc.

**Meeting Date:** 04/19/2023      **Country:** USA      **Ticker:** HCA  
**Record Date:** 02/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 40412C101

Shares Voted: 9,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas F. Frist, III	Mgmt	For	For	For
1b	Elect Director Samuel N. Hazen	Mgmt	For	For	For
1c	Elect Director Meg G. Crofton	Mgmt	For	For	For
1d	Elect Director Robert J. Dennis	Mgmt	For	For	For
1e	Elect Director Nancy-Ann DeParle	Mgmt	For	For	For
1f	Elect Director William R. Frist	Mgmt	For	For	For
1g	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1h	Elect Director Michael W. Michelson	Mgmt	For	For	For
1i	Elect Director Wayne J. Riley	Mgmt	For	For	For
1j	Elect Director Andrea B. Smith	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Report on Political Contributions and Expenditures	SH	Against	For	For
<i>Voter Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's indirect political contributions through all trade associations and other tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>					
6	Amend Charter of Patient Safety and Quality of Care Committee	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted. More explicitly including staffing levels into the Patient Safety and Quality of Care Committee's oversight responsibilities would benefit shareholders by possibly helping mitigate related risks.</i>					

## Huntington Bancshares Incorporated

**Meeting Date:** 04/19/2023      **Country:** USA      **Ticker:** HBAN  
**Record Date:** 02/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 446150104

# Huntington Bancshares Incorporated

Shares Voted: 66,776

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alanna Y. Cotton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Ann B. (Tanny) Crane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Gina D. France	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director J. Michael Hochschwender	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Richard H. King	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Katherine M. A. (Allie) Kline	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Richard W. Neu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Kenneth J. Phelan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director David L. Porteous	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Roger J. Sit	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Stephen D. Steinour	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Jeffrey L. Tate	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Gary Torgow	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

## Lincoln Electric Holdings, Inc.

Meeting Date: 04/19/2023

Country: USA

Ticker: LECO

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 533900106

Shares Voted: 10,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian D. Chambers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Curtis E. Espeland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Patrick P. Goris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Michael F. Hilton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Kathryn Jo Lincoln	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Christopher L. Mapes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Phillip J. Mason	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Ben P. Patel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Hellene S. Runtagh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Kellye L. Walker	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	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For

## Regions Financial Corporation

Meeting Date: 04/19/2023

Country: USA

Ticker: RF

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 7591EP100

# Regions Financial Corporation

Shares Voted: 43,263

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Crosswhite	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Noopur Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Zhanna Golodryga	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director J. Thomas Hill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director John D. Johns	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Joia M. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Charles D. McCrary	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director James T. Prokopanko	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lee J. Styslinger, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Jose S. Suquet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director John M. Turner, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Timothy Vines	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

# Sonoco Products Company

Meeting Date: 04/19/2023

Country: USA

Ticker: SON

Record Date: 02/22/2023

Meeting Type: Annual

Primary Security ID: 835495102

# Sonoco Products Company

Shares Voted: 17,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven L. Boyd	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director R. Howard Coker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Pamela L. Davies	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Theresa J. Drew	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Philippe Guillemot	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director John R. Haley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Robert R. Hill, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Eleni Istavridis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Richard G. Kyle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Blythe J. McGarvie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Thomas E. Whiddon	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
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 would remain small.</i>				

# The Sherwin-Williams Company

Meeting Date: 04/19/2023

Country: USA

Ticker: SHW

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 824348106

# The Sherwin-Williams Company

Shares Voted: 10,863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerri B. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Arthur F. Anton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Jeff M. Fettig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director John G. Morikis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Christine A. Poon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Aaron M. Powell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Marta R. Stewart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Michael H. Thaman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Matthew Thornton, III	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

# Adobe Inc.

Meeting Date: 04/20/2023

Country: USA

Ticker: ADBE

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 00724F101

Shares Voted: 21,518

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

## Adobe Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Melanie Boulden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Frank Calderoni	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Laura Desmond	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Shantanu Narayen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Spencer Neumann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Kathleen Oberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Dheeraj Pandey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director David Ricks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Daniel Rosensweig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director John Warnock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	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	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against	Against

## Carrier Global Corporation

**Meeting Date:** 04/20/2023

**Country:** USA

**Ticker:** CARR

**Record Date:** 02/28/2023

**Meeting Type:** Annual

**Primary Security ID:** 14448C104

**Shares Voted:** 38,717

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

## Carrier Global Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director David L. Gitlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director John J. Greisch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Michael M. McNamara	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Susan N. Story	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Michael A. Todman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Virginia M. Wilson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Beth A. Wozniak	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	Require Independent Board Chairman	SH	Against	Against	Against

## Celanese Corporation

**Meeting Date:** 04/20/2023      **Country:** USA      **Ticker:** CE  
**Record Date:** 02/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 150870103

Shares Voted: 4,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean S. Blackwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director William M. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Edward G. Galante	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Kathryn M. Hill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Celanese Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director David F. Hoffmeister	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jay V. Ihlenfeld	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Deborah J. Kissire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Michael Koenig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Kim K.W. Rucker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lori J. Ryerkerk	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	Amend Omnibus Stock Plan	Mgmt	For	For	For

## Home BancShares, Inc.

**Meeting Date:** 04/20/2023      **Country:** USA      **Ticker:** HOMB  
**Record Date:** 02/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 436893200

**Shares Voted:** 34,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John W. Allison	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Brian S. Davis	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Milburn Adams	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Robert H. Adcock, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				

# Home BancShares, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Richard H. Ashley	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director Mike D. Beebe	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Jack E. Engelkes	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.8	Elect Director Tracy M. French	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director Karen E. Garrett	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.10	Elect Director J. Pat Hickman	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.11	Elect Director James G. Hinkle	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.12	Elect Director Alex R. Lieblong	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.13	Elect Director Thomas J. Longe	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.14	Elect Director Jim Rankin, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.15	Elect Director Larry W. Ross	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.16	Elect Director Donna J. Townsell	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Pat (Pat) Hickman for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, with caution. Some concerns are raised with the structure of a sizable retention bonus granted to NEO Williamson, and limited disclosure surrounding the agreement which led to this payment. However, concerns are somewhat mitigated. The agreement is a legacy arrangement from an acquired private company. In addition, short- and long-term incentives are primarily performance-based, and pay and performance are reasonably aligned at this time.</i>				
3	Ratify FORVIS, LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				

**Meeting Date:** 04/20/2023

**Country:** USA

**Ticker:** HUM

**Record Date:** 02/28/2023

**Meeting Type:** Annual

**Primary Security ID:** 444859102

**Shares Voted:** 5,882

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Raquel C. Bono	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Bruce D. Broussard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David T. Feinberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Wayne A. I. Frederick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John W. Garratt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Kurt J. Hilzinger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Karen W. Katz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Marcy S. Klevorn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director William J. McDonald	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Brad D. 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

# Interactive Brokers Group, Inc.

Meeting Date: 04/20/2023

Country: USA

Ticker: IBKR

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 45841N107

Shares Voted: 18,660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas Peterffy	Mgmt	For	Refer	Against
	<p><i>Voter Rationale: A vote AGAINST non-independent director nominees Thomas Peterffy, Milan Galik, Jill Bright, Paul Brody, Earl Nemser, William (Will) Peterffy and Shuk Kam (Nicole) Yuen is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST Thomas Peterffy, Milan Galik, Earl Nemser, and Shuk Kam (Nicole) is warranted for serving as non-independent members of certain key board committees. A vote AGAINST is further warranted for Governance Committee members Peterffy and Nemser for maintaining a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p>				
1b	Elect Director Earl H. Nemser	Mgmt	For	Refer	Against
	<p><i>Voter Rationale: A vote AGAINST non-independent director nominees Thomas Peterffy, Milan Galik, Jill Bright, Paul Brody, Earl Nemser, William (Will) Peterffy and Shuk Kam (Nicole) Yuen is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST Thomas Peterffy, Milan Galik, Earl Nemser, and Shuk Kam (Nicole) is warranted for serving as non-independent members of certain key board committees. A vote AGAINST is further warranted for Governance Committee members Peterffy and Nemser for maintaining a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p>				
1c	Elect Director Milan Galik	Mgmt	For	Refer	Against
	<p><i>Voter Rationale: A vote AGAINST non-independent director nominees Thomas Peterffy, Milan Galik, Jill Bright, Paul Brody, Earl Nemser, William (Will) Peterffy and Shuk Kam (Nicole) Yuen is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST Thomas Peterffy, Milan Galik, Earl Nemser, and Shuk Kam (Nicole) is warranted for serving as non-independent members of certain key board committees. A vote AGAINST is further warranted for Governance Committee members Peterffy and Nemser for maintaining a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p>				
1d	Elect Director Paul J. Brody	Mgmt	For	Refer	Against
	<p><i>Voter Rationale: A vote AGAINST non-independent director nominees Thomas Peterffy, Milan Galik, Jill Bright, Paul Brody, Earl Nemser, William (Will) Peterffy and Shuk Kam (Nicole) Yuen is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST Thomas Peterffy, Milan Galik, Earl Nemser, and Shuk Kam (Nicole) is warranted for serving as non-independent members of certain key board committees. A vote AGAINST is further warranted for Governance Committee members Peterffy and Nemser for maintaining a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p>				
1e	Elect Director Lawrence E. Harris	Mgmt	For	For	For
	<p><i>Voter Rationale: A vote AGAINST non-independent director nominees Thomas Peterffy, Milan Galik, Jill Bright, Paul Brody, Earl Nemser, William (Will) Peterffy and Shuk Kam (Nicole) Yuen is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST Thomas Peterffy, Milan Galik, Earl Nemser, and Shuk Kam (Nicole) is warranted for serving as non-independent members of certain key board committees. A vote AGAINST is further warranted for Governance Committee members Peterffy and Nemser for maintaining a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p>				
1f	Elect Director Philip Uhde	Mgmt	For	For	For
	<p><i>Voter Rationale: A vote AGAINST non-independent director nominees Thomas Peterffy, Milan Galik, Jill Bright, Paul Brody, Earl Nemser, William (Will) Peterffy and Shuk Kam (Nicole) Yuen is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST Thomas Peterffy, Milan Galik, Earl Nemser, and Shuk Kam (Nicole) is warranted for serving as non-independent members of certain key board committees. A vote AGAINST is further warranted for Governance Committee members Peterffy and Nemser for maintaining a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p>				
1g	Elect Director William Peterffy	Mgmt	For	Refer	Against
	<p><i>Voter Rationale: A vote AGAINST non-independent director nominees Thomas Peterffy, Milan Galik, Jill Bright, Paul Brody, Earl Nemser, William (Will) Peterffy and Shuk Kam (Nicole) Yuen is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST Thomas Peterffy, Milan Galik, Earl Nemser, and Shuk Kam (Nicole) is warranted for serving as non-independent members of certain key board committees. A vote AGAINST is further warranted for Governance Committee members Peterffy and Nemser for maintaining a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p>				

# Interactive Brokers Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Nicole Yuen	Mgmt	For	Refer	Against
<p><i>Voter Rationale: A vote AGAINST non-independent director nominees Thomas Peterffy, Milan Galik, Jill Bright, Paul Brody, Earl Nemser, William (Will) Peterffy and Shuk Kam (Nicole) Yuen is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST Thomas Peterffy, Milan Galik, Earl Nemser, and Shuk Kam (Nicole) is warranted for serving as non-independent members of certain key board committees. A vote AGAINST is further warranted for Governance Committee members Peterffy and Nemser for maintaining a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p>					
1i	Elect Director Jill Bright	Mgmt	For	Refer	Against
<p><i>Voter Rationale: A vote AGAINST non-independent director nominees Thomas Peterffy, Milan Galik, Jill Bright, Paul Brody, Earl Nemser, William (Will) Peterffy and Shuk Kam (Nicole) Yuen is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST Thomas Peterffy, Milan Galik, Earl Nemser, and Shuk Kam (Nicole) is warranted for serving as non-independent members of certain key board committees. A vote AGAINST is further warranted for Governance Committee members Peterffy and Nemser for maintaining a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i></p>					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<p><i>Voter Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Two Years	One Year	One Year
<p><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></p>					
5	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><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 permits cash buyout of awards without shareholder approval (overriding factor); * The plan cost is excessive; * The estimated duration of available and proposed shares exceeds six years; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.</i></p>					

## KB Home

**Meeting Date:** 04/20/2023

**Country:** USA

**Ticker:** KBH

**Record Date:** 02/24/2023

**Meeting Type:** Annual

**Primary Security ID:** 48666K109

**Shares Voted:** 15,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jose M. Barra	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.2	Elect Director Arthur R. Collins	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.3	Elect Director Dorene C. Dominguez	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					

## KB Home

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Kevin P. Eltife	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Stuart A. Gabriel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Thomas W. Gilligan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Jodeen A. Kozlak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Melissa Lora	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Jeffrey T. Mezger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Brian R. Niccol	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director James C. "Rad" Weaver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Kimberly-Clark Corporation

Meeting Date: 04/20/2023

Country: USA

Ticker: KMB

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 494368103

Shares Voted: 15,593

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sylvia M. Burwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John W. Culver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Michael D. Hsu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Kimberly-Clark Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Mae C. Jemison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director S. Todd Maclin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Deirdre A. Mahlan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Sherilyn S. McCoy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Christa S. Quarles	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Jaime A. Ramirez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Dunia A. Shive	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Mark T. Smucker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Michael D. White	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Lithia Motors, Inc.

**Meeting Date:** 04/20/2023

**Country:** USA

**Ticker:** LAD

**Record Date:** 02/28/2023

**Meeting Type:** Annual

**Primary Security ID:** 536797103

**Shares Voted:** 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sidney B. DeBoer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Susan O. Cain	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Bryan B. DeBoer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Lithia Motors, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director James E. Lentz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Shauna F. McIntyre	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Louis P. Miramontes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Kenneth E. Roberts	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David J. Robino	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Stacy C. Loretz-Congdon	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

## Owens Corning

**Meeting Date:** 04/20/2023      **Country:** USA      **Ticker:** OC  
**Record Date:** 02/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 690742101

**Shares Voted:** 16,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Chambers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Eduardo E. Cordeiro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Adrienne D. Elsner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Alfred E. Festa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Edward F. Lonergan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Maryann T. Mannen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Owens Corning

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Paul E. Martin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director W. Howard Morris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Suzanne P. Nimocks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director John D. Williams	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
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
7	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For

## PPG Industries, Inc.

**Meeting Date:** 04/20/2023      **Country:** USA      **Ticker:** PPG  
**Record Date:** 02/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 693506107

**Shares Voted:** 10,918

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen F. Angel	Mgmt	For	For	For
1.2	Elect Director Hugh Grant	Mgmt	For	For	For
1.3	Elect Director Melanie L. Healey	Mgmt	For	For	For
1.4	Elect Director Timothy M. Knavish	Mgmt	For	For	For
1.5	Elect Director Guillermo Novo	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## PPG Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chair	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted. The company's TSR has underperformed relative to its GICS peers and the broader S&amp;P 500 Index over the short and long-term. Moreover, this proposal is timely in light of the recent CEO transition and anticipated retirement of the non-executive chair, as it presents an opportunity for shareholders to signal that they prefer the strongest form of board oversight in the form of an independent chair.</i>					

## Silicon Laboratories Inc.

**Meeting Date:** 04/20/2023      **Country:** USA      **Ticker:** SLAB  
**Record Date:** 02/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 826919102

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Navdeep S. Sooch	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Robert J. Conrad	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Nina Richardson	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

## The AES Corporation

**Meeting Date:** 04/20/2023      **Country:** USA      **Ticker:** AES  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 00130H105

Shares Voted: 30,922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janet G. Davidson	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Andres R. Gluski	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Tarun Khanna	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					

## The AES Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Holly K. Koeppel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Julia M. Laulis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Alain Monie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director John B. Morse, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Moises Naim	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Teresa M. Sebastian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Maura Shaughnessy	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
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## Carnival Corporation

**Meeting Date:** 04/21/2023      **Country:** Panama      **Ticker:** CCL  
**Record Date:** 02/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 143658300

Shares Voted: 46,317

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
4	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For

# Carnival Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
6	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
7	Elect Sara Mathew as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
8	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
9	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
10	Elect Josh Weinstein as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
11	Re-elect Randall Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
13	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
14	Approve Directors' Remuneration Report (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	For	For
15	Approve Remuneration Policy	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of PricewaterhouseCoopers LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	Mgmt	For	For	For
17	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Receive the Accounts and Reports of the Directors and Auditors of Carnival plc for the Year Ended November 30, 2022 (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	For	For
19	Approve Issuance of Equity	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
21	Authorize Share Repurchase Program	Mgmt	For	For	For
22	Amend Omnibus Stock Plan	Mgmt	For	For	For

## CenterPoint Energy, Inc.

Meeting Date: 04/21/2023

Country: USA

Ticker: CNP

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 15189T107

Shares Voted: 29,097

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wendy Montoya Cloonan	Mgmt	For	For	For
1b	Elect Director Earl M. Cummings	Mgmt	For	For	For
1c	Elect Director Christopher H. Franklin	Mgmt	For	For	For
1d	Elect Director David J. Lesar	Mgmt	For	For	For
1e	Elect Director Raquelle W. Lewis	Mgmt	For	For	For
1f	Elect Director Martin H. Nesbitt	Mgmt	For	For	For
1g	Elect Director Theodore F. Pound	Mgmt	For	For	For
1h	Elect Director Phillip R. Smith	Mgmt	For	For	For
1i	Elect Director Barry T. Smitherman	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Disclose Scope 3 Emissions and Setting Scope 3 Emission Targets	SH	Against	Against	Against

## Corteva, Inc.

Meeting Date: 04/21/2023

Country: USA

Ticker: CTVA

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 22052L104

Shares Voted: 33,047

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Klaus A. Engel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director David C. Everitt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Janet P. Giesselman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Corteva, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Karen H. Grimes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Michael O. Johanss	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Rebecca B. Liebert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Marcos M. Lutz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Charles V. Magro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Nayaki R. Nayyar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Gregory R. Page	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Kerry J. Preete	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Patrick J. Ward	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

## L3Harris Technologies, Inc.

**Meeting Date:** 04/21/2023      **Country:** USA      **Ticker:** LHX  
**Record Date:** 02/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 502431109

**Shares Voted:** 8,780

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sallie B. Bailey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Peter W. Chiarelli	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Thomas A. Dattilo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Roger B. Fradin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## L3Harris Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Joanna L. Geraghty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Harry B. Harris, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Lewis Hay, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Christopher E. Kubasik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Rita S. Lane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Robert B. Millard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Edward A. Rice, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Christina L. Zamarro	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
5	Report on Lobbying Payments and Policy	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure would allow shareholders to better assess the company's lobbying activities and its management of any associated risks.</i>				

## Portland General Electric Company

**Meeting Date:** 04/21/2023      **Country:** USA      **Ticker:** POR  
**Record Date:** 02/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 736508847

**Shares Voted:** 16,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dawn Farrell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Mark Ganz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Marie Oh Huber	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Portland General Electric Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Kathryn Jackson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Michael Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Michael Millegan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Lee Pelton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Patricia Salas Pineda	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Maria Pope	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director James Torgerson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Stanley Black & Decker, Inc.

**Meeting Date:** 04/21/2023      **Country:** USA      **Ticker:** SWK  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 854502101

**Shares Voted:** 6,893

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald Allan, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Andrea J. Ayers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Patrick D. Campbell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Debra A. Crew	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Stanley Black & Decker, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Michael D. Hankin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Robert J. Manning	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Adrian V. Mitchell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jane M. Palmieri	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Mojdeh Poul	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Irving Tan	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
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## Fastenal Company

**Meeting Date:** 04/22/2023      **Country:** USA      **Ticker:** FAST  
**Record Date:** 02/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 311900104

Shares Voted: 26,526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott A. Satterlee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Michael J. Ancius	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Stephen L. Eastman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Daniel L. Florness	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Rita J. Heise	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Fastenal Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Hsenghung Sam Hsu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Daniel L. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Nicholas J. Lundquist	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Sarah N. Nielsen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Reyne K. Wisecup	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

## Hanesbrands Inc.

**Meeting Date:** 04/24/2023

**Country:** USA

**Ticker:** HBI

**Record Date:** 02/13/2023

**Meeting Type:** Annual

**Primary Security ID:** 410345102

**Shares Voted:** 54,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl K. Beebe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Stephen B. Bratspies	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Geralyn R. Breig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Mark A. Irvin	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 Franck J. Moison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Robert F. Moran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Hanesbrands Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Ronald L. Nelson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William S. Simon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ann E. Ziegler	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
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

## HP Inc.

**Meeting Date:** 04/24/2023      **Country:** USA      **Ticker:** HPQ  
**Record Date:** 02/23/2023      **Meeting Type:** Annual  
**Primary Security ID:** 40434L105

Shares Voted: 41,008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aida M. Alvarez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Shumeet Banerji	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Robert R. Bennett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Charles "Chip" V. Bergh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Bruce Broussard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Stacy Brown-Philpot	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Stephanie A. Burns	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Mary Anne Citrino	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## HP Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Richard L. Clemmer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Enrique J. Lores	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Judith "Jami" Miscik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Kim K.W. Rucker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Subra Suresh	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	Provide Right to Act by Written Consent	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>				

## Valmont Industries, Inc.

**Meeting Date:** 04/24/2023

**Country:** USA

**Ticker:** VMI

**Record Date:** 02/27/2023

**Meeting Type:** Annual

**Primary Security ID:** 920253101

**Shares Voted:** 3,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mogens C. Bay	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Ritu Favre	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Richard A. Lanoha	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

# American Electric Power Company, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: AEP

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 025537101

Shares Voted: 23,738

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director J. Barnie Beasley, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Ben Fowke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Art A. Garcia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Linda A. Goodspeed	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Donna A. James	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Sandra Beach Lin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Oliver G. 'Rick' Richard, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Daryl Roberts	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Julia A. Sloat	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Sara Martinez Tucker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Lewis Von Thaer	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	Reduce Supermajority Vote Requirement	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

## Associated Banc-Corp

Meeting Date: 04/25/2023

Country: USA

Ticker: ASB

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 045487105

Shares Voted: 27,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director R. Jay Gerken	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Judith P. Greffin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Michael J. Haddad	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Andrew J. Harmening	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Robert A. Jeffe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Eileen A. Kamerick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Gale E. Klappa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Cory L. Nettles	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Karen T. van Lith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director John (Jay) B. Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Bank of America Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: BAC

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 060505104

Shares Voted: 322,954

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For	For

# Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Frank P. Bramble, Sr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Arnold W. Donald	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Linda P. Hudson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Monica C. Lozano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Brian T. Moynihan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Denise L. Ramos	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Clayton S. Rose	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Michael D. White	Mgmt	For	For	For
1m	Elect Director Thomas D. Woods	Mgmt	For	For	For
1n	Elect Director Maria T. Zuber	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. This marks the first time in several years in which a quantitative pay-for-performance misalignment has been identified at BAC. On the positive side, CEO performance year pay decreased in directional alignment with recent stock price underperformance, and the majority of equity awards are based on clearly-disclosed multi-year goals with no upside vesting potential. However, there are significant concerns regarding the structure and lack of key disclosures under the annual incentive determination process. Annual incentives are discretionarily determined, although guided by performance assessments that highlighted consistent metrics year-over-year, and this discretionary determination resulted in an identified pay-for-performance misalignment for the year in review. Further, the proxy lacks key disclosures such as target pay opportunities, per-metric weightings, and threshold, target or maximum goals. Investors generally prefer a more formulaic incentive determination process with discretion constrained and judiciously applied, with key disclosures that provide transparency into pay outcomes. Also concerning is the structure and lack of disclosure related to sizable time-vesting awards granted to non-CEO NEOs.</i>				
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
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

## Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Require Independent Board Chair	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.</i>					
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
8	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	Against	Against
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For	For
<i>Voter Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy for implementing its commitments to advance a low-carbon economy and the company's management of related risks and opportunities.</i>					
10	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	Against
11	Commission Third Party Racial Equity Audit	SH	Against	Against	Against

## Bio-Rad Laboratories, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: BIO

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 090572207

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Melinda Litherland	Mgmt	For	For	For
1.2	Elect Director Arnold A. Pinkston	Mgmt	For	For	For
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	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	Report on Political Contributions and Expenditures	SH	Against	For	For
<i>Voter Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's indirect political contributions through all trade associations and other tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>					



## Black Hills Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: BKH

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 092113109

Shares Voted: 11,806

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott M. Prochazka	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Rebecca B. Roberts	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Teresa A. Taylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Charter Communications, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: CHTR

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 16119P108

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Lance Conn	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Kim C. Goodman	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Craig A. Jacobson	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Gregory B. Maffei	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director John D. Markley, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				

## Charter Communications, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director David C. Merritt	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director James E. Meyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Steven A. Miron	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Balan Nair	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director Michael A. Newhouse	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director Mauricio Ramos	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1l	Elect Director Thomas M. Rutledge	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1m	Elect Director Eric L. Zinterhofer	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted given that the company entered into a new CEO agreement that provides for multi-year guaranteed time-based equity awards. Additionally, annual equity grants to all executives lack pre-set performance criteria.</i>				
3	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>				
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>				
5	Report on Lobbying Payments and Policy	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks</i>				

## Churchill Downs Incorporated

**Meeting Date:** 04/25/2023

**Country:** USA

**Ticker:** CHDN

**Record Date:** 03/01/2023

**Meeting Type:** Annual

**Primary Security ID:** 171484108

## Churchill Downs Incorporated

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert L. Fealy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Douglas C. Grissom	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Daniel P. Harrington	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

## Citigroup Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: C

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 172967424

Shares Voted: 89,626

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ellen M. Costello	Mgmt	For	For	For
1b	Elect Director Grace E. Dailey	Mgmt	For	For	For
1c	Elect Director Barbara J. Desoer	Mgmt	For	For	For
1d	Elect Director John C. Dugan	Mgmt	For	For	For
1e	Elect Director Jane N. Fraser	Mgmt	For	For	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For	For
1h	Elect Director S. Leslie Ireland	Mgmt	For	For	For
1i	Elect Director Renee J. James	Mgmt	For	For	For
1j	Elect Director Gary M. Reiner	Mgmt	For	For	For
1k	Elect Director Diana L. Taylor	Mgmt	For	For	For
1l	Elect Director James S. Turley	Mgmt	For	For	For
1m	Elect Director Casper W. von Koskull	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted. The board's current policy that requires shareholder approval of certain change of control severance payments lacks key disclosures for shareholders. Without more specific information on the existing policy, shareholders do not have adequate assurances that the policy safeguards against excessive severance payments.</i>					
7	Require Independent Board Chair	SH	Against	Against	Against
8	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.</i>					
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	Against

## Comerica Incorporated

**Meeting Date:** 04/25/2023      **Country:** USA      **Ticker:** CMA  
**Record Date:** 02/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 200340107

Shares Voted: 6,064

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy Avila	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Michael E. Collins	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Roger A. Cregg	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.4	Elect Director Curtis C. Farmer	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.5	Elect Director Jacqueline P. Kane	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.6	Elect Director Derek J. Kerr	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.7	Elect Director Richard G. Lindner	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.8	Elect Director Jennifer H. Sampson	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					

## Comerica Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Barbara R. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Robert S. Taubman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Reginald M. Turner, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Nina G. Vaca	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Michael G. Van de Ven	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

## Constellation Energy Corporation

**Meeting Date:** 04/25/2023

**Country:** USA

**Ticker:** CEG

**Record Date:** 03/01/2023

**Meeting Type:** Annual

**Primary Security ID:** 21037T109

**Shares Voted:** 15,119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph Dominguez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Julie Holzrichter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Ashish Khandpur	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

# Cousins Properties Incorporated

Meeting Date: 04/25/2023

Country: USA

Ticker: CUZ

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 222795502

Shares Voted: 27,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles T. Cannada	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robert M. Chapman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director M. Colin Connolly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Scott W. Fordham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Lillian C. Giornelli	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director R. Kent Griffin, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Donna W. Hyland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Dionne Nelson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director R. Dary Stone	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

# Domino's Pizza, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: DPZ

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 25754A201

Shares Voted: 1,600

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

## Domino's Pizza, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director C. Andrew Ballard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Andrew B. Balson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Corie S. Barry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Diana F. Cantor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Richard L. Federico	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director James A. Goldman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Patricia E. Lopez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Russell J. Weiner	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

## Equitrans Midstream Corporation

**Meeting Date:** 04/25/2023

**Country:** USA

**Ticker:** ETRN

**Record Date:** 02/17/2023

**Meeting Type:** Annual

**Primary Security ID:** 294600101

**Shares Voted:** 78,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1b	Elect Director Sarah M. Barpoulis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1c	Elect Director Kenneth M. Burke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1d	Elect Director Diana M. Charletta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				

## Equitrans Midstream Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Thomas F. Karam	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1f	Elect Director D. Mark Leland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1g	Elect Director Norman J. Szydlowski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1h	Elect Director Robert F. Vagt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee 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

## Exelon Corporation

**Meeting Date:** 04/25/2023

**Country:** USA

**Ticker:** EXC

**Record Date:** 03/01/2023

**Meeting Type:** Annual

**Primary Security ID:** 30161N101

**Shares Voted:** 45,959

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director W. Paul Bowers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Linda Jojo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Charisse Lillie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Matthew Rogers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director John Young	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



## Exelon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## First Financial Bankshares, Inc.

**Meeting Date:** 04/25/2023      **Country:** USA      **Ticker:** FFIN  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 32020R109

**Shares Voted:** 23,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director April K. Anthony	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.2	Elect Director Vianei Lopez Braun	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.3	Elect Director David L. Copeland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.4	Elect Director Mike B. Denny	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.5	Elect Director F. Scott Dueser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.6	Elect Director Murray H. Edwards	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.7	Elect Director Eli Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.8	Elect Director I. Tim Lancaster	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.9	Elect Director Kade L. Matthews	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.10	Elect Director Robert C. Nickles, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.11	Elect Director Johnny E. Trotter	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
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

# First Horizon Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: FHN

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 320517105

Shares Voted: 97,149

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Harry V. Barton, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John N. Casbon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director John C. Compton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Wendy P. Davidson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director William H. Fenstermaker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director D. Bryan Jordan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director J. Michael Kemp, Sr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Rick E. Maples	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Vicki R. Palmer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Colin V. Reed	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director E. Stewart Shea, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Cecelia D. Stewart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Rosa Sugranes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.14	Elect Director R. Eugene Taylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

# International Business Machines Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: IBM

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 459200101

Shares Voted: 41,847

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas Buberl	Mgmt	For	For	For
1b	Elect Director David N. Farr	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Michelle J. Howard	Mgmt	For	For	For
1e	Elect Director Arvind Krishna	Mgmt	For	For	For
1f	Elect Director Andrew N. Liveris	Mgmt	For	For	For
1g	Elect Director F. William McNabb, III	Mgmt	For	For	For
1h	Elect Director Martha E. Pollack	Mgmt	For	For	For
1i	Elect Director Joseph R. Swedish	Mgmt	For	For	For
1j	Elect Director Peter R. Voser	Mgmt	For	For	For
1k	Elect Director Frederick H. Waddell	Mgmt	For	For	For
1l	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					
7	Report on Risks Related to Operations in China	SH	Against	Against	Against
8	Report on Efforts to Prevent Harassment and Discrimination in the Workplace	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure due to the ongoing scrutiny over the company's harassment and discrimination issues involving protected classes of employees. Increased transparency would help shareholders to fully assess how the company is managing associated risks.</i></p>					

# Kimco Realty Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: KIM

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 49446R109

# Kimco Realty Corporation

Shares Voted: 28,668

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Milton Cooper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Philip E. Coviello	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Conor C. Flynn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Frank Lourenso	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Henry Moniz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Valerie Richardson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Richard B. Saltzman	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

# Kirby Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: KEX

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 497266106

Shares Voted: 10,886

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard J. Alario	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Susan W. Dio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director David W. Grzebinski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Kirby Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Richard R. Stewart	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

## MSCI Inc.

**Meeting Date:** 04/25/2023      **Country:** USA      **Ticker:** MSCI  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 55354G100

Shares Voted: 3,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Henry A. Fernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robert G. Ashe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Wayne Edmunds	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Catherine R. Kinney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Robin L. Matlock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jacques P. Perold	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director C.D. Baer Pettit	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Sandy C. Rattray	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Linda H. Riefler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Marcus L. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Rajat Taneja	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
1l	Elect Director Paula Volent	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

**Northern Trust Corporation**

**Meeting Date:** 04/25/2023      **Country:** USA      **Ticker:** NTRS  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 665859104

**Shares Voted:** 9,611

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Walker Bynoe	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Susan Crown	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Dean M. Harrison	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Jay L. Henderson	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Marcy S. Klevorn	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Siddharth N. (Bobby) Mehta	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director Michael G. O'Grady	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 Martin P. Slark	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1j	Elect Director David H. B. Smith, Jr.	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1k	Elect Director Donald Thompson	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					

## Northern Trust Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Charles A. Tribbett, III	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

## PACCAR Inc

**Meeting Date:** 04/25/2023      **Country:** USA      **Ticker:** PCAR  
**Record Date:** 02/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 693718108

Shares Voted: 24,079

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark C. Pigott	Mgmt	For	For	For
1.2	Elect Director Dame Alison J. Carnwath	Mgmt	For	For	For
1.3	Elect Director Franklin L. Feder	Mgmt	For	For	For
1.4	Elect Director R. Preston Feight	Mgmt	For	For	For
1.5	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1.6	Elect Director Barbara B. Hulit	Mgmt	For	For	For
1.7	Elect Director Roderick C. McGeary	Mgmt	For	For	For
1.8	Elect Director Cynthia A. Niekamp	Mgmt	For	For	For
1.9	Elect Director John M. Pigott	Mgmt	For	For	For
1.10	Elect Director Ganesh Ramaswamy	Mgmt	For	For	For
1.11	Elect Director Mark A. Schulz	Mgmt	For	For	For
1.12	Elect Director Gregory M. E. Spierkel	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	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>					
4	Ratify Ernst & Young 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. The implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.</i>					

## PACCAR Inc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Climate Lobbying	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted at this time, because shareholders may benefit from a more complete evaluation of climate lobbying activities being conducted by the company and on the company's behalf.*

## Papa John's International, Inc.

**Meeting Date:** 04/25/2023      **Country:** USA      **Ticker:** PZZA  
**Record Date:** 02/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 698813102

Shares Voted: 5,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher L. Coleman	Mgmt	For	For	For
1b	Elect Director Laurette T. Koellner	Mgmt	For	For	For
1c	Elect Director Robert M. Lynch	Mgmt	For	For	For
1d	Elect Director Jocelyn C. Mangan	Mgmt	For	For	For
1e	Elect Director Sonya E. Medina	Mgmt	For	For	For
1f	Elect Director Shaquille R. O'Neal	Mgmt	For	For	For
1g	Elect Director Anthony M. Sanfilippo	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## PerkinElmer, Inc.

**Meeting Date:** 04/25/2023      **Country:** USA      **Ticker:** PKI  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 714046109

Shares Voted: 5,816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Barrett	Mgmt	For	For	For
1b	Elect Director Samuel R. Chapin	Mgmt	For	For	For
1c	Elect Director Sylvie Gregoire	Mgmt	For	For	For
1d	Elect Director Michelle McMurry-Heath	Mgmt	For	For	For
1e	Elect Director Alexis P. Michas	Mgmt	For	For	For
1f	Elect Director Prahlad R. Singh	Mgmt	For	For	For



## PerkinElmer, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Michel Vounatsos	Mgmt	For	For	For
1h	Elect Director Frank Witney	Mgmt	For	For	For
1i	Elect Director Pascale Witz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Change Company Name to Revvity, Inc.	Mgmt	For	For	For

## Regal Rexnord Corporation

**Meeting Date:** 04/25/2023

**Country:** USA

**Ticker:** RRX

**Record Date:** 03/03/2023

**Meeting Type:** Annual

**Primary Security ID:** 758750103

**Shares Voted:** 12,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jan A. Bertsch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Stephen M. Burt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Anesa T. Chaibi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Theodore D. Crandall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Michael P. Doss	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Michael F. Hilton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Louis V. Pinkham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Rakesh Sachdev	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Curtis W. Stoelting	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Regal Rexnord Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Robin A. Walker-Lee	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	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	Approve Omnibus Stock Plan	Mgmt	For	For	For

## Rollins, Inc.

**Meeting Date:** 04/25/2023      **Country:** USA      **Ticker:** ROL  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 775711104

**Shares Voted:** 10,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jerry E. Gahlhoff, Jr.	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Patrick J. Gunning	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Gregory B. Morrison	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.4	Elect Director Jerry W. Nix	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.5	Elect Director P. Russell Hardin	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	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>					

## The Coca-Cola Company

**Meeting Date:** 04/25/2023      **Country:** USA      **Ticker:** KO  
**Record Date:** 02/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 191216100

# The Coca-Cola Company

Shares Voted: 180,120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For	For
1.2	Elect Director Marc Bolland	Mgmt	For	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For	For
1.4	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.5	Elect Director Barry Diller	Mgmt	For	For	For
1.6	Elect Director Carolyn Everson	Mgmt	For	For	For
1.7	Elect Director Helene D. Gayle	Mgmt	For	For	For
1.8	Elect Director Alexis M. Herman	Mgmt	For	For	For
1.9	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1.10	Elect Director Amity Millhiser	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director Caroline J. Tsay	Mgmt	For	For	For
1.13	Elect Director David B. Weinberg	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Third-Party Civil Rights Audit	SH	Against	Against	Against
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against	Against
7	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.</i></p>					
8	Require Independent Board Chair	SH	Against	Against	Against
9	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Against	Against

# The Williams Companies, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: WMB

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 969457100

# The Williams Companies, Inc.

Shares Voted: 56,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Stephen W. Bergstrom	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Michael A. Creel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Stacey H. Dore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Carri A. Lockhart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Richard E. Muncrief	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Peter A. Ragauss	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Rose M. Robeson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Scott D. Sheffield	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Murray D. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director William H. Spence	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Jesse J. Tyson	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

## Truist Financial Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: TFC

Record Date: 02/16/2023

Meeting Type: Annual

Primary Security ID: 89832Q109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer S. Banner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director K. David Boyer, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Agnes Bundy Scanlan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Anna R. Cablik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Dallas S. Clement	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Paul D. Donahue	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Patrick C. Graney, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Kelly S. King	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Easter A. Maynard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Donna S. Morea	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Charles A. Patton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Nido R. Qubein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director David M. Ratcliffe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1o	Elect Director William H. Rogers, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1p	Elect Director Frank P. Scruggs, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1q	Elect Director Christine Sears	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Truist Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1r	Elect Director Thomas E. Skains	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1s	Elect Director Bruce L. Tanner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1t	Elect Director Thomas N. Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1u	Elect Director Steven C. Voorhees	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
5	Require Independent Board Chair	SH	Against	Against	Against

## UMB Financial Corporation

**Meeting Date:** 04/25/2023      **Country:** USA      **Ticker:** UMBF  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 902788108

Shares Voted: 7,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robin C. Beery	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Janine A. Davidson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Kevin C. Gallagher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Greg M. Graves	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Alexander C. Kemper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director J. Mariner Kemper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Gordon E. Lansford, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## UMB Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Timothy R. Murphy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Tamara M. Peterman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Kris A. Robbins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director L. Joshua Sosland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Leroy J. Williams, 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

## United States Steel Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: X

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 912909108

Shares Voted: 42,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tracy A. Atkinson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Andrea J. Ayers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director David B. Burritt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Alicia J. Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Terry L. Dunlap	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John J. Engel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director John V. Faraci	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## United States Steel Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Murry S. Gerber	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Jeh C. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Paul A. Mascarenas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Michael H. McGarry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director David S. Sutherland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Patricia A. Tracey	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

## Valley National Bancorp

**Meeting Date:** 04/25/2023      **Country:** USA      **Ticker:** VLY  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 919794107

**Shares Voted:** 76,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew B. Abramson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Peter J. Baum	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Eric P. Edelstein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Dafna Landau	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Marc J. Lenner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Peter V. Maio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Valley National Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Avner Mendelson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Ira Robbins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Suresh L. Sani	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lisa J. Schultz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Jennifer W. Steans	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Jeffrey S. Wilks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Sidney S. Williams, 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	Approve Omnibus Stock Plan	Mgmt	For	For	For

## Wells Fargo & Company

**Meeting Date:** 04/25/2023

**Country:** USA

**Ticker:** WFC

**Record Date:** 02/24/2023

**Meeting Type:** Annual

**Primary Security ID:** 949746101

**Shares Voted:** 176,316

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	For	For
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For	For
1f	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1g	Elect Director CeCelia (CeCe) G. Morken	Mgmt	For	For	For
1h	Elect Director Maria R. Morris	Mgmt	For	For	For
1i	Elect Director Felicia F. Norwood	Mgmt	For	For	For

## Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Richard B. Payne, Jr.	Mgmt	For	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1l	Elect Director Charles W. Scharf	Mgmt	For	For	For
1m	Elect Director Suzanne M. Vautrinot	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 KPMG LLP as Auditors	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted given that a reduction in certain vote requirements would be beneficial for shareholders.</i>					
6	Report on Political Expenditures Congruence	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>					
7	Report on Climate Lobbying	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with its climate goals.</i>					
8	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For	For
<i>Voter Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and the company's management of related risks and opportunities.</i>					
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	Against
10	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	For	For
<i>Voter Rationale: A vote FOR this resolution is warranted, as the company has faced recent attention for allegations of discrimination in the workplace, and increased transparency would help shareholders assess how the company is managing associated risks.</i>					
11	Adopt Policy on Freedom of Association and Collective Bargaining	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company's management of related risks and put the company more in line with peer disclosures.</i>					

## West Pharmaceutical Services, Inc.

**Meeting Date:** 04/25/2023

**Country:** USA

**Ticker:** WST

**Record Date:** 03/03/2023

**Meeting Type:** Annual

**Primary Security ID:** 955306105

## West Pharmaceutical Services, Inc.

Shares Voted: 3,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Buthman	Mgmt	For	For	For
1b	Elect Director William F. Feehery	Mgmt	For	For	For
1c	Elect Director Robert F. Friel	Mgmt	For	For	For
1d	Elect Director Eric M. Green	Mgmt	For	For	For
1e	Elect Director Thomas W. Hofmann	Mgmt	For	For	For
1f	Elect Director Molly E. Joseph	Mgmt	For	For	For
1g	Elect Director Deborah L. V. Keller	Mgmt	For	For	For
1h	Elect Director Myla P. Lai-Goldman	Mgmt	For	For	For
1i	Elect Director Stephen H. Lockhart	Mgmt	For	For	For
1j	Elect Director Douglas A. Michels	Mgmt	For	For	For
1k	Elect Director Paolo Pucci	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Bylaws	SH	Against	Against	Against

## Ameriprise Financial, Inc.

Meeting Date: 04/26/2023

Country: USA

Ticker: AMP

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 03076C106

Shares Voted: 4,881

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James M. Cracchiolo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robert F. Sharpe, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Dianne Neal Blixt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Amy DiGeso	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Ameriprise Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Christopher J. Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Armando Pimentel, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Brian T. Shea	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director W. Edward Walter, III	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Aptiv PLC

**Meeting Date:** 04/26/2023

**Country:** Jersey

**Ticker:** APTV

**Record Date:** 03/02/2023

**Meeting Type:** Annual

**Primary Security ID:** G6095L109

**Shares Voted:** 12,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin P. Clark	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Richard L. (Rick) Clemmer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Nancy E. Cooper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Joseph L. (Jay) Hooley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Merit E. Janow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Sean O. Mahoney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Paul M. Meister	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Aptiv PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Colin J. Parris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ana G. Pinczuk	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

## Ball Corporation

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** BALL  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 058498106

Shares Voted: 14,478

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cathy D. Ross	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Betty J. Sapp	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Stuart A. Taylor, II	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

## BorgWarner Inc.

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** BWA  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 099724106

Shares Voted: 10,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Sara A. Greenstein	Mgmt	For	For	For

## BorgWarner Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1B	Elect Director Michael S. Hanley	Mgmt	For	For	For
1C	Elect Director Frederic B. Lissalde	Mgmt	For	For	For
1D	Elect Director Shaun E. McAlmont	Mgmt	For	For	For
1E	Elect Director Deborah D. McWhinney	Mgmt	For	For	For
1F	Elect Director Alexis P. Michas	Mgmt	For	For	For
1G	Elect Director Sailaja K. Shankar	Mgmt	For	For	For
1H	Elect Director Hau N. Thai-Tang	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right.</i>					
7	Report on Just Transition	SH	Against	Against	Against

## Brixmor Property Group Inc.

Meeting Date: 04/26/2023

Country: USA

Ticker: BRX

Record Date: 02/09/2023

Meeting Type: Annual

Primary Security ID: 11120U105

Shares Voted: 47,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James M. Taylor, Jr.	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Michael Berman	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Julie Bowerman	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.4	Elect Director Sheryl M. Crosland	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.5	Elect Director Thomas W. Dickson	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.6	Elect Director Daniel B. Hurwitz	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					

## Brixmor Property Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Sandra A. J. Lawrence	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director William D. Rahm	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

## Cadence Bank

Meeting Date: 04/26/2023 Country: USA Ticker: CADE  
 Record Date: 03/03/2023 Meeting Type: Annual  
 Primary Security ID: 12740C103

Shares Voted: 33,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Deborah M. Cannon	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee member Thomas Stanton, due to the compensation committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Warren A. Hood, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee member Thomas Stanton, due to the compensation committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Precious W. Owodunni	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee member Thomas Stanton, due to the compensation committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Thomas R. Stanton	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee member Thomas Stanton, due to the compensation committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: VOTE RECOMMENDATION There is some concern surrounding median target setting for certain PSU metrics and a reduction in performance share weighting. However, CEO pay declined substantially following last year's one-time retention and integration awards, and the annual and long-term incentives were entirely based on objective metrics with forward-looking disclosure of goals. Accordingly, the quantitative pay-for-performance misalignment is mitigated. However, a vote AGAINST this proposal is warranted, as the compensation committee demonstrated poor responsiveness to last year's low say-on-pay vote. Although the proxy provides some details about meetings with shareholders, certain engagement details are lacking. Further, the proxy does not disclose any specific shareholder feedback, which makes it impossible to ascertain what actions would be responsive to shareholders' concerns as evidenced by last year's low say-on-pay vote result. BACKGROUND INFORMATION Policies: Advisory Votes on Executive Compensation Vote Requirement: Majority of votes cast (abstentions and broker non-votes not counted)</i>				

# Cadence Bank

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
<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>					
4	Ratify FORVIS, LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted</i>					

# Cullen/Frost Bankers, Inc.

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** CFR  
**Record Date:** 03/02/2023      **Meeting Type:** Annual  
**Primary Security ID:** 229899109

Shares Voted: 11,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carlos Alvarez	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Chris M. Avery	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Anthony R. 'Tony' Chase	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.4	Elect Director Cynthia J. Comparin	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.5	Elect Director Samuel G. Dawson	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.6	Elect Director Crawford H. Edwards	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.7	Elect Director Patrick B. Frost	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.8	Elect Director Phillip D. Green	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.9	Elect Director David J. Haemisegger	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.10	Elect Director Charles W. Matthews	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.11	Elect Director Joseph A. Pierce	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.12	Elect Director Linda B. Rutherford	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					



## Cullen/Frost Bankers, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Jack Willome	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

## Dana Incorporated

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** DAN  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 235825205

Shares Voted: 23,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ernesto M. Hernandez	Mgmt	For	For	For
1.2	Elect Director Gary Hu	Mgmt	For	For	For
1.3	Elect Director Brett M. Icahn	Mgmt	For	For	For
1.4	Elect Director James K. Kamsickas	Mgmt	For	For	For
1.5	Elect Director Virginia A. Kamsky	Mgmt	For	For	For
1.6	Elect Director Bridget E. Karlin	Mgmt	For	For	For
1.7	Elect Director Michael J. Mack, Jr.	Mgmt	For	For	For
1.8	Elect Director R. Bruce McDonald	Mgmt	For	For	For
1.9	Elect Director Diarmuid B. O'Connell	Mgmt	For	For	For
1.10	Elect Director Keith E. Wandell	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.*

## Eaton Corporation plc

**Meeting Date:** 04/26/2023      **Country:** Ireland      **Ticker:** ETN  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** G29183103

# Eaton Corporation plc

Shares Voted: 18,360

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
1b	Elect Director Olivier Leonetti	Mgmt	For	For	For
1c	Elect Director Silvio Napoli	Mgmt	For	For	For
1d	Elect Director Gregory R. Page	Mgmt	For	For	For
1e	Elect Director Sandra Pinalto	Mgmt	For	For	For
1f	Elect Director Robert V. Pragada	Mgmt	For	For	For
1g	Elect Director Lori J. Ryerkerk	Mgmt	For	For	For
1h	Elect Director Gerald B. Smith	Mgmt	For	For	For
1i	Elect Director Dorothy C. Thompson	Mgmt	For	For	For
1j	Elect Director Darryl L. Wilson	Mgmt	For	For	For
2	Approve Ernst & Young 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	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	For	For	For
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
7	Authorize Share Repurchase of Issued Share Capital	Mgmt	For	For	For

# Glacier Bancorp, Inc.

Meeting Date: 04/26/2023

Country: USA

Ticker: GBCI

Record Date: 02/23/2023

Meeting Type: Annual

Primary Security ID: 37637Q105

Shares Voted: 20,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Boyles	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Robert A. Cashell, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Randall M. Chesler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Glacier Bancorp, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Sherry L. Cladouhos	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Jesus T. Espinoza	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Annie M. Goodwin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Kristen L. Heck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Michael B. Hormaechea	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Craig A. Langel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Douglas J. McBride	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 FORVIS LLP as Auditors	Mgmt	For	For	For

## Hancock Whitney Corporation

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** HWC  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 410120109

Shares Voted: 15,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank E. Bertucci	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Constantine S. Liollo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Thomas H. Olinde	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Joan C. Teofilo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director C. Richard Wilkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Hancock Whitney Corporation

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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Marathon Petroleum Corporation

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** MPC  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 56585A102

Shares Voted: 21,729

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Michael Stice	Mgmt	For	For	For
1.2	Elect Director John P. Surma	Mgmt	For	For	For
1.3	Elect Director Susan Tomasky	Mgmt	For	For	For
1.4	Elect Director Toni Townes-Whitley	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Approve Increase in Size of Board	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted. The elimination of supermajority vote requirements would improve shareholder rights and approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure they are removed.</i>					
8	Amend Compensation Clawback Policy	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as the addition of reputational or other financial harm as a recoupment scenario would expand the board's ability to recoup incentive pay and the increased disclosure requirements would also better serve shareholders' informational needs.</i>					
9	Report on Just Transition	SH	Against	Against	Against
10	Report on Asset Retirement Obligation	SH	Against	Against	Against

## Newmont Corporation

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** NEM  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 651639106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patrick G. Awuah, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Gregory H. Boyce	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Bruce R. Brook	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Maura Clark	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Emma FitzGerald	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Mary A. Laschinger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Jose Manuel Madero	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Rene Medori	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Jane Nelson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Thomas Palmer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Julio M. Quintana	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Susan N. Story	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Park Hotels & Resorts Inc.

Meeting Date: 04/26/2023

Country: USA

Ticker: PK

Record Date: 03/02/2023

Meeting Type: Annual

Primary Security ID: 700517105

## Park Hotels & Resorts Inc.

Shares Voted: 40,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Patricia M. Bedient	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director Thomas D. Eckert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director Geoffrey M. Garrett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director Christie B. Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Joseph I. Lieberman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director Thomas A. Natelli	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Timothy J. Naughton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1I	Elect Director Stephen I. Sadove	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	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	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Pilgrim's Pride Corporation

Meeting Date: 04/26/2023

Country: USA

Ticker: PPC

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 72147K108

Shares Voted: 8,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gilberto Tomazoni	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Gilberto Tomazoni and Andre Nogueira de Souza for serving as non-independent members of certain key board committees.</i>				

# Pilgrim's Pride Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Wesley Mendonca Batista Filho	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gilberto Tomazoni and Andre Nogueira de Souza for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Andre Nogueira de Souza	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Gilberto Tomazoni and Andre Nogueira de Souza for serving as non-independent members of certain key board committees.</i>				
1d	Elect Director Farha Aslam	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gilberto Tomazoni and Andre Nogueira de Souza for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Joanita Karoleski	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gilberto Tomazoni and Andre Nogueira de Souza for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Raul Padilla	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gilberto Tomazoni and Andre Nogueira de Souza for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.</i>				
2a	Elect Director Wallim Cruz de Vasconcellos Junior	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gilberto Tomazoni and Andre Nogueira de Souza for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.</i>				
2b	Elect Director Arquimedes A. Celis	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gilberto Tomazoni and Andre Nogueira de Souza for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.</i>				
2c	Elect Director Ajay Menon	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gilberto Tomazoni and Andre Nogueira de Souza for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.</i>				
3	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>				
4	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.</i>				
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
6	Amend Certificate of Incorporation Re: Composition of the Board of Directors	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Even though the amendment will not have any immediate effect on the structure of the board, it will potentially diminish the representation of unaffiliated shareholders on the board in the future.</i>				
7	Report on Efforts to Eliminate Deforestation in Supply Chain	SH	Against	For	For
	<i>Voter Rationale: A vote FOR is warranted, as shareholders would benefit from additional information on the company's strategy to manage its supply chain's impact on deforestation.</i>				

## Simpson Manufacturing Co., Inc.

Meeting Date: 04/26/2023

Country: USA

Ticker: SSD

Record Date: 03/02/2023

Meeting Type: Annual

Primary Security ID: 829073105

Shares Voted: 7,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James S. Andrasick	Mgmt	For	For	For
1b	Elect Director Jennifer A. Chatman	Mgmt	For	For	For
1c	Elect Director Gary M. Cusumano	Mgmt	For	For	For
1d	Elect Director Philip E. Donaldson	Mgmt	For	For	For
1e	Elect Director Celeste Volz Ford	Mgmt	For	For	For
1f	Elect Director Kenneth D. Knight	Mgmt	For	For	For
1g	Elect Director Robin G. MacGillivray	Mgmt	For	For	For
1h	Elect Director Michael Olosky	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 Grant Thornton LLP as Auditors	Mgmt	For	For	For

## Synovus Financial Corp.

Meeting Date: 04/26/2023

Country: USA

Ticker: SNV

Record Date: 02/16/2023

Meeting Type: Annual

Primary Security ID: 87161C501

Shares Voted: 26,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stacy Apter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Tim E. Bentsen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Kevin S. Blair	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Pedro Cherry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director John H. Irby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Diana M. Murphy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Synovus Financial Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Harris Pastides	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director John L. Stallworth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Barry L. Storey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Alexandra Villoch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Teresa White	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Teledyne Technologies Incorporated

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** TDY  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 879360105

**Shares Voted:** 2,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth C. Dahlberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Michelle A. Kumbier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Robert A. Malone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Textron Inc.

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** TXT  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 883203101

## Textron Inc.

Shares Voted: 9,657

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard F. Ambrose	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Kathleen M. Bader	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director R. Kerry Clark	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Scott C. Donnelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Deborah Lee James	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Thomas A. Kennedy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director James L. Ziemer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Maria T. Zuber	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

## The Chemours Company

Meeting Date: 04/26/2023

Country: USA

Ticker: CC

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 163851108

Shares Voted: 27,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Curtis V. Anastasio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i>				

## The Chemours Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Mary B. Cranston	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i>				
1c	Elect Director Curtis J. Crawford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i>				
1d	Elect Director Dawn L. Farrell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i>				
1e	Elect Director Erin N. Kane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i>				
1f	Elect Director Sean D. Keohane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i>				
1g	Elect Director Mark E. Newman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i>				
1h	Elect Director Guillaume Pepy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i>				
1i	Elect Director Sandra Phillips Rogers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## The Cigna Group

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** CI  
**Record Date:** 03/07/2023      **Meeting Type:** Annual  
**Primary Security ID:** 125523100

**Shares Voted:** 14,147

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

## The Cigna Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director William J. DeLaney	Mgmt	For	For	For
1c	Elect Director Eric J. Foss	Mgmt	For	For	For
1d	Elect Director Elder Granger	Mgmt	For	For	For
1e	Elect Director Neesha Hathi	Mgmt	For	For	For
1f	Elect Director George Kurian	Mgmt	For	For	For
1g	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1h	Elect Director Mark B. McClellan	Mgmt	For	For	For
1i	Elect Director Kimberly A. Ross	Mgmt	For	For	For
1j	Elect Director Eric C. Wiseman	Mgmt	For	For	For
1k	Elect Director Donna F. Zarcone	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 15 percent would improve shareholders' ability to use the special meeting right.</i></p>					
7	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as more comprehensive information comparing Cigna's public policy statements and its direct and indirect political contributions and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks from political activities conducted by its partners.</i></p>					

## The Goldman Sachs Group, Inc.

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** GS  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 38141G104

Shares Voted: 15,689

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

# The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Kimberley Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Kevin Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ellen Kullman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Lakshmi Mittal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Adebayo Ogunesi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Peter Oppenheimer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David Solomon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Jan Tighe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Jessica Uhl	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director David Viniar	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
5	Report on Lobbying Payments and Policy	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>				
6	Require Independent Board Chair	SH	Against	Against	Against
7	Publish Third-Party Review on Chinese Congruency of Certain ETFs	SH	Against	Against	Against
8	Oversee and Report a Racial Equity Audit	SH	Against	Against	Against
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	Against
10	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	Against	Against

## The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy for implementing its commitments to advance a low-carbon economy and the company's management of related risks and opportunities.</i>				
12	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 adjusted and unadjusted median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>				

## The New York Times Company

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** NYT  
**Record Date:** 02/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 650111107

Shares Voted: 29,799

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Beth Brooke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Governance Committee members John Rogers Jr., and Brian McAndrews is warranted, with caution, for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Rachel Glaser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Governance Committee members John Rogers Jr., and Brian McAndrews is warranted, with caution, for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Brian P. McAndrews	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Governance Committee members John Rogers Jr., and Brian McAndrews is warranted, with caution, for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director John W. Rogers, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Governance Committee members John Rogers Jr., and Brian McAndrews is warranted, with caution, for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

## The PNC Financial Services Group, Inc.

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** PNC  
**Record Date:** 02/03/2023      **Meeting Type:** Annual  
**Primary Security ID:** 693475105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Debra A. Cafaro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director William S. Demchak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Andrew T. Feldstein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Richard J. Harshman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Daniel R. Hesse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Renu Khator	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Linda R. Medler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Robert A. Niblock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Martin Pfinsgraff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Bryan S. Salesky	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Toni Townes-whitley	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

## W.W. Grainger, Inc.

Meeting Date: 04/26/2023

Country: USA

Ticker: GWW

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 384802104

Shares Voted: 2,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director V. Ann Hailey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Katherine D. Jaspon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Stuart L. Levenick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director D.G. Macpherson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Neil S. Novich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Beatriz R. Perez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director E. Scott Santi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Susan Slavik Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lucas E. Watson	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

## Webster Financial Corporation

Meeting Date: 04/26/2023

Country: USA

Ticker: WBS

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 947890109



## Webster Financial Corporation

Shares Voted: 31,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John R. Ciulla	Mgmt	For	For	For
1b	Elect Director Jack L. Kopnisky	Mgmt	For	For	For
1c	Elect Director William L. Atwell	Mgmt	For	For	For
1d	Elect Director John P. Cahill	Mgmt	For	For	For
1e	Elect Director E. Carol Hayles	Mgmt	For	For	For
1f	Elect Director Linda H. Ianieri	Mgmt	For	For	For
1g	Elect Director Mona Aboelnaga Kanaan	Mgmt	For	For	For
1h	Elect Director James J. Landy	Mgmt	For	For	For
1i	Elect Director Maureen B. Mitchell	Mgmt	For	For	For
1j	Elect Director Laurence C. Morse	Mgmt	For	For	For
1k	Elect Director Karen R. Osar	Mgmt	For	For	For
1l	Elect Director Richard O'Toole	Mgmt	For	For	For
1m	Elect Director Mark Pettie	Mgmt	For	For	For
1n	Elect Director Lauren C. States	Mgmt	For	For	For
1o	Elect Director William E. Whiston	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## AGCO Corporation

Meeting Date: 04/27/2023

Country: USA

Ticker: AGCO

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 001084102

Shares Voted: 11,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael C. Arnold	Mgmt	For	For	For
1.2	Elect Director Sondra L. Barbour	Mgmt	For	For	For
1.3	Elect Director Suzanne P. Clark	Mgmt	For	For	For
1.4	Elect Director Bob De Lange	Mgmt	For	For	For

## AGCO Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Eric P. Hansotia	Mgmt	For	For	For
1.6	Elect Director George E. Minnich	Mgmt	For	For	For
1.7	Elect Director Niels Porksen	Mgmt	For	For	For
1.8	Elect Director David Sagehorn	Mgmt	For	For	For
1.9	Elect Director Mallika Srinivasan	Mgmt	For	For	For
1.10	Elect Director Matthew Tsien	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Avery Dennison Corporation

**Meeting Date:** 04/27/2023      **Country:** USA      **Ticker:** AVY  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 053611109

Shares Voted: 3,775

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Anthony K. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Mitchell R. Butier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Ken C. Hicks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Andres A. Lopez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Francesca Reverberi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Patrick T. Siewert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Julia A. Stewart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Martha N. Sullivan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Avery Dennison Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director William R. Wagner	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

## Church & Dwight Co., Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: CHD

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 171340102

Shares Voted: 11,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradlen S. Cashaw	Mgmt	For	For	For
1b	Elect Director Matthew T. Farrell	Mgmt	For	For	For
1c	Elect Director Bradley C. Irwin	Mgmt	For	For	For
1d	Elect Director Penry W. Price	Mgmt	For	For	For
1e	Elect Director Susan G. Saideman	Mgmt	For	For	For
1f	Elect Director Ravichandra K. Saligram	Mgmt	For	For	For
1g	Elect Director Robert K. Shearer	Mgmt	For	For	For
1h	Elect Director Janet S. Vergis	Mgmt	For	For	For
1i	Elect Director Arthur B. Winkleblack	Mgmt	For	For	For
1j	Elect Director Laurie J. Yoler	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	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

*Voter Rationale: A vote AGAINST this proposal is warranted, as the board has a robust lead independent director role to serve as an effective counterbalance to a non-independent chair and there are no significant governance nor performance concerns at this time.*

# Citizens Financial Group Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: CFG

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 174610105

Shares Voted: 22,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce Van Saun	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Lee Alexander	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Christine M. Cumming	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Kevin Cummings	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director William P. Hankowsky	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Robert G. Leary	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Terrance J. Lillis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Michele N. Siekerka	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Shivan Subramaniam	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Christopher J. Swift	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Wendy A. Watson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Marita Zuraitis	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

Meeting Date: 04/27/2023

Country: USA

Ticker: GLW

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 219350105

Shares Voted: 35,206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald W. Blair	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Leslie A. Brun	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Stephanie A. Burns	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Richard T. Clark	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Pamela J. Craig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Robert F. Cummings, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Deborah A. Henretta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Kurt M. Landgraf	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Kevin J. Martin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Deborah D. Rieman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Hansel E. Tookes, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Wendell P. Weeks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1o	Elect Director Mark S. Wrighton	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

## Corning Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Edison International

**Meeting Date:** 04/27/2023      **Country:** USA      **Ticker:** EIX  
**Record Date:** 03/03/2023      **Meeting Type:** Annual  
**Primary Security ID:** 281020107

Shares Voted: 17,652

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Michael C. Camunez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Vanessa C.L. Chang	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director James T. Morris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Timothy T. O'Toole	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Marcy L. Reed	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Carey A. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Linda G. Stuntz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Peter J. Taylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Keith Trent	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 on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

# FMC Corporation

Meeting Date: 04/27/2023

Country: USA

Ticker: FMC

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 302491303

Shares Voted: 5,782

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pierre Brondeau	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Eduardo E. Cordeiro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Carol Anthony ("John") Davidson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Mark Douglas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Kathy L. Fortmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director C. Scott Greer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director K'Lynne Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Dirk A. Kempthorne	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Margareth Ovrum	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Robert C. Pallash	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

# Global Payments Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: GPN

Record Date: 03/03/2023

Meeting Type: Annual

Primary Security ID: 37940X102

## Global Payments Inc.

Shares Voted: 12,548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director F. Thaddeus Arroyo	Mgmt	For	For	For
1b	Elect Director Robert H.B. Baldwin, Jr.	Mgmt	For	For	For
1c	Elect Director John G. Bruno	Mgmt	For	For	For
1d	Elect Director Joia M. Johnson	Mgmt	For	For	For
1e	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1f	Elect Director Connie D. McDaniel	Mgmt	For	For	For
1g	Elect Director Joseph H. Osnoos	Mgmt	For	For	For
1h	Elect Director William B. Plummer	Mgmt	For	For	For
1i	Elect Director Jeffrey S. Sloan	Mgmt	For	For	For
1j	Elect Director John T. Turner	Mgmt	For	For	For
1k	Elect Director M. Troy Woods	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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

*Voter Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.*

## Globe Life Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: GL

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 37959E102

Shares Voted: 4,233

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda L. Addison	Mgmt	For	For	For
1.2	Elect Director Marilyn A. Alexander	Mgmt	For	For	For
1.3	Elect Director Cheryl D. Alston	Mgmt	For	For	For
1.4	Elect Director Mark A. Blinn	Mgmt	For	For	For
1.5	Elect Director James P. Brannen	Mgmt	For	For	For



## Globe Life Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Jane Buchan	Mgmt	For	For	For
1.7	Elect Director Alice S. Cho	Mgmt	For	For	For
1.8	Elect Director J. Matthew Darden	Mgmt	For	For	For
1.9	Elect Director Steven P. Johnson	Mgmt	For	For	For
1.10	Elect Director David A. Rodriguez	Mgmt	For	For	For
1.11	Elect Director Frank M. Svoboda	Mgmt	For	For	For
1.12	Elect Director Mary E. Thigpen	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	For	For	For

## Globus Medical, Inc.

**Meeting Date:** 04/27/2023      **Country:** USA      **Ticker:** GMED  
**Record Date:** 03/17/2023      **Meeting Type:** Special  
**Primary Security ID:** 379577208

Shares Voted: 14,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
	<i>Voter Rationale: The proposed transaction has been met with a severe negative market reaction, which appears to be driven by concerns related to integration and regulatory risks evidenced in multiple examples of value erosion in prior spine company mergers. However, the companies appear to be focused on avoiding the pitfalls that have challenged past integrations, the strategic rationale appears compelling, the companies expect to realize cost and revenue synergies, and the deal is expected to be accretive to GMED earnings. On balance, cautious support FOR the proposed transaction is warranted.</i>				
2	Adjourn Meeting	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.</i>				

## Healthpeak Properties, Inc.

**Meeting Date:** 04/27/2023      **Country:** USA      **Ticker:** PEAK  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 42250P103

## Healthpeak Properties, Inc.

Shares Voted: 24,827

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott M. Brinker	Mgmt	For	For	For
1b	Elect Director Brian G. Cartwright	Mgmt	For	For	For
1c	Elect Director James B. Connor	Mgmt	For	For	For
1d	Elect Director Christine N. Garvey	Mgmt	For	For	For
1e	Elect Director R. Kent Griffin, Jr.	Mgmt	For	For	For
1f	Elect Director David B. Henry	Mgmt	For	For	For
1g	Elect Director Sara G. Lewis	Mgmt	For	For	For
1h	Elect Director Katherine M. Sandstrom	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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Ingevity Corporation

Meeting Date: 04/27/2023

Country: USA

Ticker: NGVT

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 45688C107

Shares Voted: 6,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean S. Blackwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Luis Fernandez-Moreno	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director John C. Fortson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Diane H. Gulyas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Bruce D. Hoechner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Frederick J. Lynch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Ingevity Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Karen G. Narwold	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Daniel F. Sansone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William J. Slocum	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Benjamin G. (Shon) 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

## Intuitive Surgical, Inc.

**Meeting Date:** 04/27/2023      **Country:** USA      **Ticker:** ISRG  
**Record Date:** 02/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 46120E602

**Shares Voted:** 16,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	For	For
1b	Elect Director Joseph C. Beery	Mgmt	For	For	For
1c	Elect Director Gary S. Guthart	Mgmt	For	For	For
1d	Elect Director Amal M. Johnson	Mgmt	For	For	For
1e	Elect Director Don R. Kania	Mgmt	For	For	For
1f	Elect Director Amy L. Ladd	Mgmt	For	For	For
1g	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For	For
1h	Elect Director Alan J. Levy	Mgmt	For	For	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For	For
1j	Elect Director Monica P. Reed	Mgmt	For	For	For
1k	Elect Director Mark J. Rubash	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

## Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Gender/Racial Pay Gap	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the unadjusted median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.*

## J.B. Hunt Transport Services, Inc.

**Meeting Date:** 04/27/2023      **Country:** USA      **Ticker:** JBHT  
**Record Date:** 02/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 445658107

Shares Voted: 3,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francesca M. Edwardson	Mgmt	For	For	For
1.2	Elect Director Wayne Garrison	Mgmt	For	For	For
1.3	Elect Director Sharilyn S. Gasaway	Mgmt	For	For	For
1.4	Elect Director Thad (John B., III) Hill	Mgmt	For	For	For
1.5	Elect Director Bryan Hunt	Mgmt	For	For	For
1.6	Elect Director Persio Lisboa	Mgmt	For	For	For
1.7	Elect Director John N. Roberts, III	Mgmt	For	For	For
1.8	Elect Director James L. Robo	Mgmt	For	For	For
1.9	Elect Director Kirk Thompson	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Johnson & Johnson

**Meeting Date:** 04/27/2023      **Country:** USA      **Ticker:** JNJ  
**Record Date:** 02/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 478160104

Shares Voted: 120,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Mary C. Beckerle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director D. Scott Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Joaquin Duato	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Paula A. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Hubert Joly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Mark B. McClellan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Anne M. Mulcahy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Mark A. Weinberger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Nadja Y. West	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
5	Adopt Mandatory Arbitration Bylaw - Withdrawn	SH			
6	Report on Government Financial Support and Equitable Access to Covid-19 Products	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks throughout the expected lifetime of the vaccine.</i>				

## Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders continue to raise concern surrounding the company's exclusion of large litigation-related costs from the executive compensation program, as evidenced by significant shareholder support for this proposal at last year's annual meeting. In addition, shareholders may have expected more robust disclosure and reconciliation in the proxy in order to better understand how these specific expenses impacted pay for its top executives. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive.</i></p>					
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against

## Lantheus Holdings, Inc.

**Meeting Date:** 04/27/2023      **Country:** USA      **Ticker:** LNTH  
**Record Date:** 03/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 516544103

Shares Voted: 12,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Minnie Baylor-Henry	Mgmt	For	For	For
<p><i>Voter Rationale: A vote AGAINST Governance Committee chair Julie McHugh is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i></p>					
1.2	Elect Director Heinz Mausli	Mgmt	For	For	For
<p><i>Voter Rationale: A vote AGAINST Governance Committee chair Julie McHugh is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i></p>					
1.3	Elect Director Julie McHugh	Mgmt	For	Refer	Against
<p><i>Voter Rationale: A vote AGAINST Governance Committee chair Julie McHugh is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<p><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></p>					
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted given that: • The purchase price is reasonable; • The shares reserved is relatively conservative; and • The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i></p>					
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>					

# Littelfuse, Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: LFUS

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 537008104

Shares Voted: 4,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kristina A. Cerniglia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Tzau-Jin Chung	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Cary T. Fu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Maria C. Green	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Anthony Grillo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director David W. Heinzmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Gordon Hunter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director William P. Noglows	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 Grant Thornton LLP as Auditors	Mgmt	For	For	For

# Lockheed Martin Corporation

Meeting Date: 04/27/2023

Country: USA

Ticker: LMT

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 539830109

Shares Voted: 10,797

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

# Lockheed Martin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director David B. Burritt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Bruce A. Carlson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director John M. Donovan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Joseph F. Dunford, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director James O. Ellis, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Thomas J. Falk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Ilene S. Gordon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Vicki A. Hollub	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Jeh C. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director James D. Taiclet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Patricia E. Yarrington	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
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Human Rights Impact Assessment	SH	Against	Against	Against
7	Report on Efforts to Reduce Full Value Chain GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as more information about the company's plans to mitigate risks related to climate change and take advantage of opportunities as its customers seek to reduce emissions associated with defense contracting could help shareholders assess the company's strategies to manage a transition to a low carbon economy.</i>				



# MGIC Investment Corporation

Meeting Date: 04/27/2023

Country: USA

Ticker: MTG

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 552848103

Shares Voted: 53,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Analisa M. Allen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Daniel A. Arrigoni	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director C. Edward Chaplin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Curt S. Culver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Jay C. Hartzell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Timothy A. Holt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Jodeen A. Kozlak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Michael E. Lehman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Teresita M. Lowman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Timothy J. Mattke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Sheryl L. Sculley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Mark M. Zandi	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

## NewMarket Corporation

Meeting Date: 04/27/2023

Country: USA

Ticker: NEU

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 651587107

Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark M. Gambill	Mgmt	For	For	For
1.2	Elect Director Bruce C. Gottwald	Mgmt	For	For	For
1.3	Elect Director Thomas E. Gottwald	Mgmt	For	For	For
1.4	Elect Director Patrick D. Hanley	Mgmt	For	For	For
1.5	Elect Director H. Hiter Harris, III	Mgmt	For	For	For
1.6	Elect Director James E. Rogers	Mgmt	For	For	For
1.7	Elect Director Ting Xu	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Publication of GHG Emissions and Setting Short-, Medium- and Long-Term Emission Reduction Targets to Align Business Activities with Net Zero Emissions by 2050 in Line with the Paris Climate Agreement	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce greenhouse gas emissions would allow investors to better understand how the company is mitigating risks caused by climate change and the transition to a low-carbon economy.*

## NRG Energy, Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: NRG

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 629377508

Shares Voted: 10,612

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director E. Spencer Abraham	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Antonio Carrillo	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					

## NRG Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Matthew Carter, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Lawrence S. Coben	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Heather Cox	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Elisabeth B. Donohue	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Mauricio Gutierrez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Paul W. Hobby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Alexandra Pruner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Anne C. Schaumburg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Qualified Employee Stock Purchase Plan	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	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Olin Corporation

**Meeting Date:** 04/27/2023      **Country:** USA      **Ticker:** OLN  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 680665205

Shares Voted: 23,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Beverley A. Babcock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director C. Robert Bunch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Matthew S. Darnall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Olin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Earl L. Shipp	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Scott M. Sutton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director William H. Weideman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director W. Anthony Will	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Carol A. Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Pfizer Inc.

**Meeting Date:** 04/27/2023

**Country:** USA

**Ticker:** PFE

**Record Date:** 03/01/2023

**Meeting Type:** Annual

**Primary Security ID:** 717081103

**Shares Voted:** 259,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director James Quincey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director James C. Smith	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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	SH	Against	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices.</i>				
9	Report on Political Expenditures Congruence	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the company discloses its political contributions to state and local candidates, leadership PACs, and trade associations. It has also recently provided a congruency report comparing its stated values with those of its major trade associations.</i>				

## Polaris Inc.

**Meeting Date:** 04/27/2023

**Country:** USA

**Ticker:** PII

**Record Date:** 03/06/2023

**Meeting Type:** Annual

**Primary Security ID:** 731068102

**Shares Voted:** 9,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George W. Bilicic	Mgmt	For	For	For
1b	Elect Director Gary E. Hendrickson	Mgmt	For	For	For
1c	Elect Director Gwenne A. Henricks	Mgmt	For	For	For

## Polaris 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	Change State of Incorporation from Minnesota to Delaware	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted as the company's governing documents upon the reincorporation to Delaware do not empower shareholders to hold director accountable on an annual basis as the board will remain classified.</i>					
6	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	For	For	For
7	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Saia, Inc.

**Meeting Date:** 04/27/2023      **Country:** USA      **Ticker:** SAIA  
**Record Date:** 03/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 78709Y105

Shares Voted: 4,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Donna E. Epps	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.2	Elect Director John P. Gainor, Jr.	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.3	Elect Director Kevin A. Henry	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.4	Elect Director Frederick J. Holzgrefe, III	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.5	Elect Director Donald R. James	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.6	Elect Director Randolph W. Melville	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.7	Elect Director Richard D. O'Dell	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee 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

# Sensient Technologies Corporation

Meeting Date: 04/27/2023

Country: USA

Ticker: SXT

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 81725T100

Shares Voted: 7,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph Carleone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Kathleen Da Cunha	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Mario Ferruzzi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Carol R. Jackson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Sharad P. Jain	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Donald W. Landry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Paul Manning	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Deborah McKeithan-Gebhardt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Scott C. Morrison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Essie Whitelaw	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

# Snap-on Incorporated

Meeting Date: 04/27/2023

Country: USA

Ticker: SNA

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 833034101

## Snap-on Incorporated

Shares Voted: 2,496

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Adams	Mgmt	For	For	For
1.2	Elect Director Karen L. Daniel	Mgmt	For	For	For
1.3	Elect Director Ruth Ann M. Gillis	Mgmt	For	For	For
1.4	Elect Director James P. Holden	Mgmt	For	For	For
1.5	Elect Director Nathan J. Jones	Mgmt	For	For	For
1.6	Elect Director Henry W. Knueppel	Mgmt	For	For	For
1.7	Elect Director W. Dudley Lehman	Mgmt	For	For	For
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	For	For	For
1.9	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1.10	Elect Director Donald J. Stebbins	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Texas Instruments Incorporated

Meeting Date: 04/27/2023

Country: USA

Ticker: TXN

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 882508104

Shares Voted: 41,954

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Todd M. Bluedorn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Janet F. Clark	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Carrie S. Cox	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Martin S. Craighead	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



# Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Curtis C. Farmer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jean M. Hobby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Haviv Ilan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Ronald Kirk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Pamela H. Patsley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Robert E. Sanchez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Richard K. Templeton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	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 small.</i>				
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Against	Against

# VICI Properties Inc.

**Meeting Date:** 04/27/2023

**Country:** USA

**Ticker:** VICI

**Record Date:** 03/01/2023

**Meeting Type:** Annual

**Primary Security ID:** 925652109

**Shares Voted:** 44,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James R. Abrahamson	Mgmt	For	For	For
1b	Elect Director Diana F. Cantor	Mgmt	For	For	For
1c	Elect Director Monica H. Douglas	Mgmt	For	For	For
1d	Elect Director Elizabeth I. Holland	Mgmt	For	For	For

## VICI Properties Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Craig Macnab	Mgmt	For	For	For
1f	Elect Director Edward B. Pitoniak	Mgmt	For	For	For
1g	Elect Director Michael D. Rumbolz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Abbott Laboratories

**Meeting Date:** 04/28/2023      **Country:** USA      **Ticker:** ABT  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 002824100

**Shares Voted:** 80,702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Sally E. Blount	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Robert B. Ford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Paola Gonzalez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Michelle A. Kumbier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Darren W. McDew	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Nancy McKinstry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Michael G. O'Grady	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Michael F. Roman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Daniel J. Starks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director John G. Stratton	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 Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against	Against
8	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	Against	Against

## Bank of Hawaii Corporation

**Meeting Date:** 04/28/2023

**Country:** USA

**Ticker:** BOH

**Record Date:** 03/02/2023

**Meeting Type:** Annual

**Primary Security ID:** 062540109

**Shares Voted:** 7,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director S. Haunani Apoliona	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Mark A. Burak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director John C. Erickson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Joshua D. Feldman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Peter S. Ho	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Michelle E. Hulst	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Kent T. Lucien	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Elliot K. Mills	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Bank of Hawaii Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Alicia E. Moy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Victor K. Nichols	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Barbara J. Tanabe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Dana M. Tokioka	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Raymond P. Vara, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.14	Elect Director Robert W. Wo	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

## Ceridian HCM Holding Inc.

**Meeting Date:** 04/28/2023      **Country:** USA      **Ticker:** CDAY  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 15677J108

Shares Voted: 7,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brent B. Bickett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Ronald F. Clarke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Ganesh B. Rao	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Leigh E. Turner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Deborah A. Farrington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Thomas M. Hagerty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Ceridian HCM Holding Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Linda P. Mantia	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## DISH Network Corporation

**Meeting Date:** 04/28/2023      **Country:** USA      **Ticker:** DISH  
**Record Date:** 03/07/2023      **Meeting Type:** Annual  
**Primary Security ID:** 25470M109

Shares Voted: 11,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kathleen Q. Abernathy	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent compensation committee nominees for approving the repricing of outstanding stock options without prior shareholder approval. WITHHOLD votes are also warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent nominating and governance committee nominees, given the problematic capital structure which is not subject to a reasonable sunset provision. WITHHOLD votes are further warranted for directors Charles Ergen and Cantey (Candy) Ergen as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>					
1.2	Elect Director George R. Brokaw	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent compensation committee nominees for approving the repricing of outstanding stock options without prior shareholder approval. WITHHOLD votes are also warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent nominating and governance committee nominees, given the problematic capital structure which is not subject to a reasonable sunset provision. WITHHOLD votes are further warranted for directors Charles Ergen and Cantey (Candy) Ergen as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>					
1.3	Elect Director Stephen J. Bye	Mgmt	For	For	For
<i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent compensation committee nominees for approving the repricing of outstanding stock options without prior shareholder approval. WITHHOLD votes are also warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent nominating and governance committee nominees, given the problematic capital structure which is not subject to a reasonable sunset provision. WITHHOLD votes are further warranted for directors Charles Ergen and Cantey (Candy) Ergen as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>					
1.4	Elect Director W. Erik Carlson	Mgmt	For	For	For
<i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent compensation committee nominees for approving the repricing of outstanding stock options without prior shareholder approval. WITHHOLD votes are also warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent nominating and governance committee nominees, given the problematic capital structure which is not subject to a reasonable sunset provision. WITHHOLD votes are further warranted for directors Charles Ergen and Cantey (Candy) Ergen as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>					

# DISH Network Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director James DeFranco	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent compensation committee nominees for approving the repricing of outstanding stock options without prior shareholder approval. WITHHOLD votes are also warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent nominating and governance committee nominees, given the problematic capital structure which is not subject to a reasonable sunset provision. WITHHOLD votes are further warranted for directors Charles Ergen and Cantey (Candy) Ergen as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i></p>				
1.6	Elect Director Cantey M. Ergen	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent compensation committee nominees for approving the repricing of outstanding stock options without prior shareholder approval. WITHHOLD votes are also warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent nominating and governance committee nominees, given the problematic capital structure which is not subject to a reasonable sunset provision. WITHHOLD votes are further warranted for directors Charles Ergen and Cantey (Candy) Ergen as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i></p>				
1.7	Elect Director Charles W. Ergen	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent compensation committee nominees for approving the repricing of outstanding stock options without prior shareholder approval. WITHHOLD votes are also warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent nominating and governance committee nominees, given the problematic capital structure which is not subject to a reasonable sunset provision. WITHHOLD votes are further warranted for directors Charles Ergen and Cantey (Candy) Ergen as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i></p>				
1.8	Elect Director Tom A. Ortolf	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent compensation committee nominees for approving the repricing of outstanding stock options without prior shareholder approval. WITHHOLD votes are also warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent nominating and governance committee nominees, given the problematic capital structure which is not subject to a reasonable sunset provision. WITHHOLD votes are further warranted for directors Charles Ergen and Cantey (Candy) Ergen as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i></p>				
1.9	Elect Director Joseph T. Proietti	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. WITHHOLD votes are warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent compensation committee nominees for approving the repricing of outstanding stock options without prior shareholder approval. WITHHOLD votes are also warranted for Kathleen Abernathy, George Brokaw, and Tom Ortolf as incumbent nominating and governance committee nominees, given the problematic capital structure which is not subject to a reasonable sunset provision. WITHHOLD votes are further warranted for directors Charles Ergen and Cantey (Candy) Ergen as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i></p>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>				
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
	<p><i>Voter Rationale: A vote FOR this proposal is warranted given that • The purchase price is reasonable; • The number of shares reserved is relatively conservative; and • The offer period is within the prescribed limits under Section 423 of the Internal Revenue Code.</i></p>				
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<p><i>Voter Rationale: A vote AGAINST this proposal is warranted given that the company repriced outstanding stock options in the past year without prior shareholder approval.</i></p>				
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
	<p><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></p>				

## GATX Corporation

Meeting Date: 04/28/2023

Country: USA

Ticker: GATX

Record Date: 03/03/2023

Meeting Type: Annual

Primary Security ID: 361448103

Shares Voted: 6,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Diane M. Aigotti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Anne L. Arvia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Robert C. Lyons	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director James B. Ream	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Adam L. Stanley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director David S. Sutherland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Stephen R. Wilson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Paul G. Yovovich	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

## Graco Inc.

Meeting Date: 04/28/2023

Country: USA

Ticker: GGG

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 384109104

Shares Voted: 30,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee R. Mitau	Mgmt	For	For	For
1b	Elect Director Martha A. Morfitt	Mgmt	For	For	For
1c	Elect Director Mark W. Sheahan	Mgmt	For	For	For

## Graco Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Kevin J. Wheeler	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Kellogg Company

**Meeting Date:** 04/28/2023      **Country:** USA      **Ticker:** K  
**Record Date:** 02/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 487836108

**Shares Voted:** 11,840

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephanie A. Burns	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Steve Cahillane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director La June Montgomery Tabron	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
5	Report on Civil Rights, Non-Discrimination and Returns to Merit Audit	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.</i>				

## Leidos Holdings, Inc.

**Meeting Date:** 04/28/2023      **Country:** USA      **Ticker:** LDOS  
**Record Date:** 03/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 525327102



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Gregory R. Dahlberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director David G. Fubini	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Noel B. Geer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Miriam E. John	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Robert C. Kovarik, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Harry M. J. Kraemer, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Gary S. May	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Surya N. Mohapatra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Patrick M. Shanahan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Robert S. Shapard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Susan M. Stalnecker	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	Report on Political Expenditures Congruence	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>				
6	Require Independent Board Chair	SH	Against	Against	Against

## Louisiana-Pacific Corporation

Meeting Date: 04/28/2023

Country: USA

Ticker: LPX

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 546347105

Shares Voted: 13,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose A. Bayardo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Stephen E. Macadam	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 on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## NorthWestern Corporation

Meeting Date: 04/28/2023

Country: USA

Ticker: NWE

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 668074305

Shares Voted: 10,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian Bird	Mgmt	For	For	For
1.2	Elect Director Anthony Clark	Mgmt	For	For	For
1.3	Elect Director Dana Dykhouse	Mgmt	For	For	For
1.4	Elect Director Sherina Edwards	Mgmt	For	For	For
1.5	Elect Director Jan Horsfall	Mgmt	For	For	For
1.6	Elect Director Britt Ide	Mgmt	For	For	For
1.7	Elect Director Kent Larson	Mgmt	For	For	For
1.8	Elect Director Linda Sullivan	Mgmt	For	For	For
1.9	Elect Director Mahvash Yazdi	Mgmt	For	For	For
1.10	Elect Director Jeffrey Yingling	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

# Aflac Incorporated

Meeting Date: 05/01/2023

Country: USA

Ticker: AFL

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 001055102

Shares Voted: 26,206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director W. Paul Bowers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Arthur R. Collins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Miwako Hosoda	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Thomas J. Kenny	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Georgette D. Kiser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Karole F. Lloyd	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Nobuchika Mori	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Joseph L. Moskowitz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Barbara K. Rimer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Katherine T. Rohrer	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

# Eli Lilly and Company

Meeting Date: 05/01/2023

Country: USA

Ticker: LLY

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 532457108

# Eli Lilly and Company

Shares Voted: 36,508

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William G. Kaelin, Jr.	Mgmt	For	For	For
1b	Elect Director David A. Ricks	Mgmt	For	For	For
1c	Elect Director Marschall S. Runge	Mgmt	For	For	For
1d	Elect Director Karen Walker	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Declassify the Board of Directors	Mgmt	For	For	For
<i>Voter Rationale: New Mexico favours unclassified board of directors.</i>					
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
7	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>					
8	Adopt Simple Majority Vote	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i>					
9	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against
10	Report on Risks of Supporting Abortion	SH	Against	Against	Against
11	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as more comprehensive information comparing Eli Lilly's public policy statements and lobbying efforts would benefit shareholders in assessing its management of related risks.</i>					
12	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Eli Lilly's diversity, equity and inclusion efforts and management of related risks.</i>					
13	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Against	Against	Against

# Genuine Parts Company

Meeting Date: 05/01/2023

Country: USA

Ticker: GPC

Record Date: 02/22/2023

Meeting Type: Annual

Primary Security ID: 372460105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth W. Camp	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Richard Cox, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Paul D. Donahue	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Gary P. Fayard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director P. Russell Hardin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director John R. Holder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Donna W. Hyland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director John D. Johns	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Jean-Jacques Lafont	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Robert C. "Robin" Loudermilk, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Wendy B. Needham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Juliette W. Pryor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director E. Jenner Wood, III	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

Paycom Software, Inc.

Meeting Date: 05/01/2023

Country: USA

Ticker: PAYC

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 70432V102

Shares Voted: 2,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sharen J. Turney	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Sharen Turney and Julius Caesar (J.C.) Watts, Jr. due to poor responsiveness following multiple years of failed say-on-pay vote results. WITHHOLD votes are also warranted for Sharen Turney and Julius Caesar (J.C.) Watts Jr. given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. WITHHOLD votes are further warranted for Sharen Turney, as a member of the governance committee, as the company unilaterally adopted a problematic advance notice bylaw provision and has not submitted it to a shareholder vote.</i>				
1.2	Elect Director J.C. Watts, Jr.	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Sharen Turney and Julius Caesar (J.C.) Watts, Jr. due to poor responsiveness following multiple years of failed say-on-pay vote results. WITHHOLD votes are also warranted for Sharen Turney and Julius Caesar (J.C.) Watts Jr. given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.</i>				
2	Ratify Grant Thornton 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. Although pay and performance are reasonably aligned for the year under review, the compensation committee has not demonstrated sufficient responsiveness to last year's failed say-on-pay vote. After three consecutive failed say-on-pay votes, the compensation committee does not appear to have taken meaningful action to address shareholders' concerns.</i>				
4	Approve 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>				
5	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	Mgmt	For	For	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the board which will decide on the company's response to any shareholder litigation has a poor track record on corporate governance and responsiveness to shareholders.</i>				
6	Require a Majority Vote for the Election of Directors	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.</i>				

PotlatchDeltic Corporation

Meeting Date: 05/01/2023      Country: USA      Ticker: PCH  
 Record Date: 03/10/2023      Meeting Type: Annual  
 Primary Security ID: 737630103

Shares Voted: 14,652

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda M. Breard	Mgmt	For	For	For
1b	Elect Director Eric J. Cremers	Mgmt	For	For	For
1c	Elect Director James M. DeCosmo	Mgmt	For	For	For

## PotlatchDeltic Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Lawrence S. Peiros	Mgmt	For	For	For
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	Increase Authorized Common Stock	Mgmt	For	For	For

## TopBuild Corp.

**Meeting Date:** 05/01/2023      **Country:** USA      **Ticker:** BLD  
**Record Date:** 03/02/2023      **Meeting Type:** Annual  
**Primary Security ID:** 89055F103

**Shares Voted:** 5,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alec C. Covington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Ernesto Bautista, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Robert M. Buck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Joseph S. Cantie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Tina M. Donikowski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Deirdre C. Drake	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Mark A. Petrarca	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Nancy M. Taylor	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

# Albemarle Corporation

Meeting Date: 05/02/2023

Country: USA

Ticker: ALB

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 012653101

Shares Voted: 5,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Lauren Brlas	Mgmt	For	For	For
1b	Elect Director Ralf H. Cramer	Mgmt	For	For	For
1c	Elect Director J. Kent Masters, Jr.	Mgmt	For	For	For
1d	Elect Director Glenda J. Minor	Mgmt	For	For	For
1e	Elect Director James J. O'Brien	Mgmt	For	For	For
1f	Elect Director Diarmuid B. O'Connell	Mgmt	For	For	For
1g	Elect Director Dean L. Seavers	Mgmt	For	For	For
1h	Elect Director Gerald A. Steiner	Mgmt	For	For	For
1i	Elect Director Holly A. Van Deursen	Mgmt	For	For	For
1j	Elect Director Alejandro D. Wolff	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Approve Non-Employee Director Restricted Stock Plan	Mgmt	For	For	For

# American Express Company

Meeting Date: 05/02/2023

Country: USA

Ticker: AXP

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 025816109

Shares Voted: 27,663

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director John J. Brennan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Peter Chernin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



# American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Walter J. Clayton, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ralph de la Vega	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Theodore J. Leonsis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Deborah P. Majoras	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Karen L. Parkhill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Charles E. Phillips	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lynn A. Pike	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Stephen J. Squeri	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Daniel L. Vasella	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Lisa W. Wardell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Christopher D. Young	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	Against	Against
	<i>Voter Rationale: The increase in CEO pay is primarily driven by a one-time equity award valued by the company at \$15 million. On the positive side, the award requires significant TSR appreciation to vest. However, the sustainment requirement period is relatively short and may reward short-term spikes in share price without long-term sustained share price appreciation. Additionally, although annual LTI awards are predominantly based on rigorous, clearly disclosed goals, there are significant concerns regarding STI program structure and disclosure. The majority of the corporate component is based on goals for which quantified targets are not disclosed. The proxy also does not disclose threshold or maximum goals for any metrics, individual metric weightings, nor sufficient details around the CEO's individual performance component (which was achieved at maximum). In light of the concerns noted above, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.</i>				
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	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The board's severance plan document establishes a reasonable limit on cash severance. However, the proxy does not disclose a policy or requirement that payments in excess of amounts provided under the plan are subject to shareholder approval. Without such a requirement, shareholders do not have adequate assurances that the company's current practice safeguards against excessive severance payments.</i>				

# American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against

# Baxter International Inc.

**Meeting Date:** 05/02/2023      **Country:** USA      **Ticker:** BAX  
**Record Date:** 03/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 071813109

Shares Voted: 23,361

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Michael F. Mahoney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Patricia B. Morrison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Stephen N. Oesterle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Brent Shafer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Cathy R. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Amy A. Wendell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David S. Wilkes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Peter M. Wilver	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
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.*

## Bristol-Myers Squibb Company

**Meeting Date:** 05/02/2023      **Country:** USA      **Ticker:** BMY  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 110122108

**Shares Voted:** 98,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director Giovanni Caforio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director Julia A. Haller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Paula A. Price	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director Derica W. Rice	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Theodore R. Samuels	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1I	Elect Director Gerald L. Storch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1J	Elect Director Karen H. Vousden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1K	Elect Director Phyllis R. Yale	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

## Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Commission a Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against	Against

## Essent Group Ltd.

**Meeting Date:** 05/02/2023      **Country:** Bermuda      **Ticker:** ESNT  
**Record Date:** 03/03/2023      **Meeting Type:** Annual  
**Primary Security ID:** G3198U102

Shares Voted: 19,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark A. Casale	Mgmt	For	For	For
1.2	Elect Director Douglas J. Pauls	Mgmt	For	For	For
1.3	Elect Director William Spiegel	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

## Evergy, Inc.

**Meeting Date:** 05/02/2023      **Country:** USA      **Ticker:** EVRG  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 30034W106

Shares Voted: 10,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David A. Campbell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Thomas D. Hyde	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director B. Anthony Isaac	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Paul M. Keglevic	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Evergy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Mary L. Landrieu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Sandra A.J. Lawrence	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Ann D. Murtlow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Sandra J. Price	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Mark A. Ruelle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director James Scarola	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director C. John Wilder	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

## Expeditors International of Washington, Inc.

**Meeting Date:** 05/02/2023

**Country:** USA

**Ticker:** EXPD

**Record Date:** 03/07/2023

**Meeting Type:** Annual

**Primary Security ID:** 302130109

**Shares Voted:** 7,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn M. Alger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Robert P. Carlile	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director James M. DuBois	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Mark A. Emmert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Diane H. Gulyas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Jeffrey S. Musser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Expeditors International of Washington, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Brandon S. Pedersen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Liane J. Pelletier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Olivia D. Polius	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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.</i>				
6	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Expeditors diversity, equity and inclusion efforts and management of related risks.</i>				

## Hubbell Incorporated

**Meeting Date:** 05/02/2023      **Country:** USA      **Ticker:** HUBB  
**Record Date:** 03/03/2023      **Meeting Type:** Annual  
**Primary Security ID:** 443510607

**Shares Voted:** 9,687

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerben W. Bakker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Carlos M. Cardoso	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Anthony J. Guzzi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Rhett A. Hernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Neal J. Keating	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Hubbell Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Bonnie C. Lind	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director John F. Malloy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Jennifer M. Pollino	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director John G. Russell	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

## Huntington Ingalls Industries, Inc.

**Meeting Date:** 05/02/2023      **Country:** USA      **Ticker:** HII  
**Record Date:** 03/08/2023      **Meeting Type:** Annual  
**Primary Security ID:** 446413106

**Shares Voted:** 1,830

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Augustus L. Collins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Leo P. Denault	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Kirkland H. Donald	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Victoria D. Harker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Frank R. Jimenez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Christopher D. Kastner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Anastasia D. Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Tracy B. McKibben	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Huntington Ingalls Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Stephanie L. O'Sullivan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Thomas C. Schievelbein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director John K. Welch	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 Lobbying Payments and Policy	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>				

## MGM Resorts International

**Meeting Date:** 05/02/2023      **Country:** USA      **Ticker:** MGM  
**Record Date:** 03/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** 552953101

Shares Voted: 14,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barry Diller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Alexis M. Herman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director William J. Hornbuckle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Mary Chris Jammet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Joey Levin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Rose McKinney-James	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Keith A. Meister	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Paul Salem	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## MGM Resorts International

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

## NVR, Inc.

**Meeting Date:** 05/02/2023      **Country:** USA      **Ticker:** NVR  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 62944T105

Shares Voted: 150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul C. Saville	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director C.E. Andrews	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Sallie B. Bailey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Thomas D. Eckert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Alfred E. Festa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Alexandra A. Jung	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Mel Martinez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director David A. Preiser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director W. Grady Rosier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## NVR, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Susan Williamson Ross	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	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted. The former CEO and now current executive chairman received a significant front-loaded option grant intended to cover four years of equity awards. The magnitude of the executive chair grant is of particular concern as it alone is more than double total pay of the new CEO, who also received a front-loaded option grant, and when annualized is greater than total CEO pay at similar peer companies, which can be costly to shareholders in terms of overall compensation expense. Further, shareholders generally expect that a large grant such as this be primarily based on performance criteria.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## OmnicomGroup Inc.

**Meeting Date:** 05/02/2023      **Country:** USA      **Ticker:** OMC  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 681919106

Shares Voted: 9,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John D. Wren	Mgmt	For	For	For
1.2	Elect Director Mary C. Choksi	Mgmt	For	For	For
1.3	Elect Director Leonard S. Coleman, Jr.	Mgmt	For	For	For
1.4	Elect Director Mark D. Gerstein	Mgmt	For	For	For
1.5	Elect Director Ronnie S. Hawkins	Mgmt	For	For	For
1.6	Elect Director Deborah J. Kissire	Mgmt	For	For	For
1.7	Elect Director Gracia C. Martore	Mgmt	For	For	For
1.8	Elect Director Patricia Salas Pineda	Mgmt	For	For	For
1.9	Elect Director Linda Johnson Rice	Mgmt	For	For	For
1.10	Elect Director Valerie M. Williams	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 KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

# Packaging Corporation of America

Meeting Date: 05/02/2023

Country: USA

Ticker: PKG

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: 695156109

Shares Voted: 4,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl K. Beebe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Duane C. Farrington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Donna A. Harman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Mark W. Kowlzan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Robert C. Lyons	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Thomas P. Maurer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Samuel M. Menco	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Roger B. Porter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Thomas S. Souleles	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Paul T. Stecko	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

# PacWest Bancorp

Meeting Date: 05/02/2023

Country: USA

Ticker: PACW

Record Date: 03/03/2023

Meeting Type: Annual

Primary Security ID: 695263103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tanya M. Acker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Paul R. Burke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Craig A. Carlson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director John M. Eggemeyer, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director C. William Hosler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Polly B. Jessen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Susan E. Lester	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Roger H. Molvar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Stephanie B. Mudick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Paul W. Taylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Matthew P. Wagner	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

Public Storage

Meeting Date: 05/02/2023

Country: USA

Ticker: PSA

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 74460D109

## Public Storage

Shares Voted: 7,265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For
1b	Elect Director Tamara Hughes Gustavson	Mgmt	For	For	For
1c	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1d	Elect Director Shankh S. Mitra	Mgmt	For	For	For
1e	Elect Director David J. Neithercut	Mgmt	For	For	For
1f	Elect Director Rebecca Owen	Mgmt	For	For	For
1g	Elect Director Kristy M. Pipes	Mgmt	For	For	For
1h	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1i	Elect Director John Reyes	Mgmt	For	For	For
1j	Elect Director Joseph D. Russell, Jr.	Mgmt	For	For	For
1k	Elect Director Tariq M. Shaukat	Mgmt	For	For	For
1l	Elect Director Ronald P. Spogli	Mgmt	For	For	For
1m	Elect Director Paul S. Williams	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.*

## Raytheon Technologies Corporation

Meeting Date: 05/02/2023

Country: USA

Ticker: RTX

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 75513E101

Shares Voted: 67,976

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

# Raytheon Technologies Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Bernard A. Harris, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Gregory J. Hayes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director George R. Oliver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Dinesh C. Paliwal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Ellen M. Pawlikowski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Denise L. Ramos	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Fredric G. Reynolds	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Brian C. Rogers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director James A. Winnefeld, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Robert O. Work	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
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Eliminate Personal Liability of Officers for Monetary Damages For Breach of Fiduciary Duty as an Officer	Mgmt	For	For	For
7	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. While there are no significant performance or governance concerns, the lead director's duties are not considered sufficiently robust. As such, shareholders would benefit from the most robust form of independent oversight in the form of an independent chair.</i>				
8	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional disclosure on the company's efforts to reduce greenhouse gas emissions.</i>				

# Service Corporation International

Meeting Date: 05/02/2023

Country: USA

Ticker: SCI

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 817565104

Shares Voted: 27,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan R. Buckwalter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Anthony L. Coelho	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Jakki L. Haussler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Victor L. Lund	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ellen Ochoa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Thomas L. Ryan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director C. Park Shaper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Sara Martinez Tucker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director W. Blair Waltrip	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Marcus A. Watts	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

# AptarGroup, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: ATR

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 038336103

## AptarGroup, Inc.

Shares Voted: 11,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George L. Fotiades	Mgmt	For	For	For
1b	Elect Director Candace Matthews	Mgmt	For	For	For
1c	Elect Director B. Craig Owens	Mgmt	For	For	For
1d	Elect Director Julie Xing	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Brown & Brown, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: BRO

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 115236101

Shares Voted: 10,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Hyatt Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director J. Powell Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Lawrence L. Gellerstedt, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director James C. Hays	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Theodore J. Hoepner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director James S. Hunt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Toni Jennings	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Timothy R.M. Main	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Brown & Brown, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Jaymin B. Patel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director H. Palmer Proctor, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Wendell S. Reilly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Chilton D. Varner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Brunswick Corporation

**Meeting Date:** 05/03/2023      **Country:** USA      **Ticker:** BC  
**Record Date:** 03/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 117043109

**Shares Voted:** 13,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nancy E. Cooper	Mgmt	For	For	For
1b	Elect Director David C. Everitt	Mgmt	For	For	For
1c	Elect Director Reginald Fils-Aime	Mgmt	For	For	For
1d	Elect Director Lauren P. Flaherty	Mgmt	For	For	For
1e	Elect Director David M. Foulkes	Mgmt	For	For	For
1f	Elect Director Joseph W. McClanathan	Mgmt	For	For	For
1g	Elect Director David V. Singer	Mgmt	For	For	For
1h	Elect Director J. Steven Whisler	Mgmt	For	For	For
1i	Elect Director Roger J. Wood	Mgmt	For	For	For
1j	Elect Director MaryAnn Wright	Mgmt	For	For	For
2a	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	For	For	For
2b	Amend Certificate of Incorporation	Mgmt	For	For	For
2c	Amend Charter	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Brunswick Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Carlisle Companies Incorporated

**Meeting Date:** 05/03/2023      **Country:** USA      **Ticker:** CSL  
**Record Date:** 03/08/2023      **Meeting Type:** Annual  
**Primary Security ID:** 142339100

**Shares Voted:** 9,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert G. Bohn <i>Voter Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	For
1b	Elect Director Gregg A. Ostrander <i>Voter Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	For
1c	Elect Director Jesse G. Singh <i>Voter Rationale: A vote FOR the director nominees is warranted.</i>	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

## CF Industries Holdings, Inc.

**Meeting Date:** 05/03/2023      **Country:** USA      **Ticker:** CF  
**Record Date:** 03/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 125269100

**Shares Voted:** 9,080

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Javed Ahmed <i>Voter Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	For
1b	Elect Director Robert C. Arzbaeher <i>Voter Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	For
1c	Elect Director Deborah L. DeHaas <i>Voter Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	For

## CF Industries Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director John W. Eaves	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Stephen J. Hagge	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jesus Madrazo Yris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Anne P. Noonan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Michael J. Toelle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Theresa E. Wagler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Celso L. White	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director W. Anthony Will	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 Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. According to the company's corporate governance guidelines, the independent lead director, if appointed, would have only a short list of duties which shareholders may not view as a comprehensive and robust list that would enable the lead director to serve as an effective counterbalance to a combined CEO and chair.</i>				

## Cognex Corporation

**Meeting Date:** 05/03/2023

**Country:** USA

**Ticker:** CGNX

**Record Date:** 03/06/2023

**Meeting Type:** Annual

**Primary Security ID:** 192422103

**Shares Voted:** 31,356

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Angelos Papadimitriou	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Dianne M. Parrotte	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Cognex Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director John T.C. Lee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Grant Thornton LLP as Auditors	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

## Essential Utilities, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: WTRG

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 29670G102

Shares Voted: 43,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth B. Amato	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director David A. Ciesinski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Christopher H. Franklin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Daniel J. Hilferty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Edwina Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director W. Bryan Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Ellen T. Ruff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Lee C. Stewart	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Meeting Date: 05/03/2023

Country: USA

Ticker: ES

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 30040W108

Shares Voted: 16,116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cotton M. Cleveland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Francis A. Doyle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Linda Dorcena Forry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Gregory M. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Loretta D. Keane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director John Y. Kim	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Kenneth R. Leibler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director David H. Long	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Joseph R. Nolan, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director William C. Van Faasen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Frederica M. Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Increase Authorized Common Stock	Mgmt	For	For	For
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Federal Realty Investment Trust

Meeting Date: 05/03/2023

Country: USA

Ticker: FRT

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 313745101

Shares Voted: 3,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David W. Faeder	Mgmt	For	For	For
1.2	Elect Director Elizabeth I. Holland	Mgmt	For	For	For
1.3	Elect Director Nicole Y. Lamb-Hale	Mgmt	For	For	For
1.4	Elect Director Thomas A. McEachin	Mgmt	For	For	For
1.5	Elect Director Anthony P. Nader, III	Mgmt	For	For	For
1.6	Elect Director Gail P. Steinel	Mgmt	For	For	For
1.7	Elect Director Donald C. Wood	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	Increase Authorized Common Stock	Mgmt	For	For	For
5	Ratify Grant Thornton, LLP as Auditors	Mgmt	For	For	For

## First Industrial Realty Trust, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: FR

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: 32054K103

Shares Voted: 23,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter E. Baccile	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Teresa Bryce Bazemore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Matthew S. Dominski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director H. Patrick Hackett, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Denise A. Olsen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director John E. Rau	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## First Industrial Realty Trust, Inc.

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

## Fluor Corporation

Meeting Date: 05/03/2023

Country: USA

Ticker: FLR

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 343412102

Shares Voted: 25,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Alan M. Bennett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Rosemary T. Berkery	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director David E. Constable	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director H. Paulett Eberhart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director James T. Hackett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Thomas C. Leppert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director Teri P. McClure	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Armando J. Olivera	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1I	Elect Director Matthew K. Rose	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

# General Dynamics Corporation

Meeting Date: 05/03/2023

Country: USA

Ticker: GD

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 369550108

Shares Voted: 10,414

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Clarke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director James S. Crown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Rudy F. deLeon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Cecil D. Haney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mark M. Malcolm	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director James N. Mattis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director C. Howard Nye	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Catherine B. Reynolds	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Laura J. Schumacher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Robert K. Steel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director John G. Stratton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Peter A. Wall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	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



## General Dynamics Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Human Rights Risk Assessment	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted at this time because shareholders would likely benefit from more disclosure on how the company evaluates and mitigates any human rights impacts from the sale of its weapons and other lethal products.</i>				
7	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The company's sustained long-term TSR underperformance has coincided with a board leadership structure in which the chair and CEO roles are combined. Accordingly, shareholders would benefit from a policy requiring the strongest form of independent oversight in the form of an independent chair.</i>				

## General Electric Company

**Meeting Date:** 05/03/2023      **Country:** USA      **Ticker:** GE  
**Record Date:** 03/07/2023      **Meeting Type:** Annual  
**Primary Security ID:** 369604301

Shares Voted: 50,577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Sebastien Bazin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Edward Garden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Isabella Goren	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Thomas Horton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Catherine Lesjak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Darren McDew	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Paula Rosput Reynolds	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Jessica Uhl	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

## General Electric 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 Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chairman	SH	Against	Against	Against
6	Hire Investment Bank to Explore Sale of Company	SH	Against	Against	Against
7	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against	Against
8	Issue Audited Report on Impact of IEA Net-Zero Emissions by 2050 Scenario	SH	Against	Against	Against

## Gilead Sciences, Inc.

**Meeting Date:** 05/03/2023

**Country:** USA

**Ticker:** GILD

**Record Date:** 03/15/2023

**Meeting Type:** Annual

**Primary Security ID:** 375558103

**Shares Voted:** 58,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1c	Elect Director Sandra J. Horning	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1d	Elect Director Kelly A. Kramer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1e	Elect Director Kevin E. Lofton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1f	Elect Director Harish Manwani	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1g	Elect Director Daniel P. O'Day	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1i	Elect Director Anthony Welters	Mgmt	For	For	For
	<i>Voter Rationale: A cautionary vote FOR Director Anthony Welters, chair of the Nominating and Corporate Governance Committee, is warranted as the company has shown partial responsiveness to last year's majority supported shareholder proposal asking for the company to issue an independent assessment on the alignment of its lobbying activities with its stated values.</i>				

## Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Require More Director Nominations Than Open Seats	SH	Against	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against

## International Flavors & Fragrances Inc.

**Meeting Date:** 05/03/2023      **Country:** USA      **Ticker:** IFF  
**Record Date:** 03/08/2023      **Meeting Type:** Annual  
**Primary Security ID:** 459506101

Shares Voted: 11,777

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathryn J. Boor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Barry A. Bruno	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Frank K. Clyburn, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Mark J. Costa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Carol Anthony (John) Davidson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director John F. Ferraro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Christina Gold	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Gary Hu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Kevin O'Byrne	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>				
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

## Janus Henderson Group Plc

**Meeting Date:** 05/03/2023

**Country:** Jersey

**Ticker:** JHG

**Record Date:** 03/06/2023

**Meeting Type:** Annual

**Primary Security ID:** G4474Y214

**Shares Voted:** 23,988

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian Baldwin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John Cassaday	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Alison Davis *Withdrawn Resolution*	Mgmt			
1.4	Elect Director Kalpana Desai	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Ali Dibadj	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Kevin Dolan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Eugene Flood, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Ed Garden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Alison Quirk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Angela Seymour-Jackson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Janus Henderson Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Anne Sheehan	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	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
4	Authorise Market Purchase of CDIs	Mgmt	For	For	For
5	Approve PricewaterhouseCoopers LLP as Auditors and Authorise Audit Committee to Fix Their Remuneration	Mgmt	For	For	For

## Kemper Corporation

**Meeting Date:** 05/03/2023      **Country:** USA      **Ticker:** KMPR  
**Record Date:** 03/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** 488401100

Shares Voted: 11,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Teresa A. Canida	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director George N. Cochran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Kathleen M. Cronin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jason N. Gorevic	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Lacy M. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Joseph P. Lacher, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Gerald Laderman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Alberto J. Paracchini	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Stuart B. Parker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Christopher B. Sarofim	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Kemper Corporation

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

## Moderna, Inc.

**Meeting Date:** 05/03/2023      **Country:** USA      **Ticker:** MRNA  
**Record Date:** 03/08/2023      **Meeting Type:** Annual  
**Primary Security ID:** 60770K107

Shares Voted: 15,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen Berenson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Sandra Horning	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Paul Sagan	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent governance committee member Paul Sagan given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: Some concern is raised given the upward adjustment to financial metric achievements in the annual incentive program and annual equity grants that remain majority time-based. However, as pay and performance are reasonably aligned at this time, a vote FOR this proposal is warranted.</i>				
3	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>				
4	Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, as demand for the vaccine has diminished in low- and middle-income countries, and shareholders would benefit from the company focusing on its existing efforts in vaccine equity.</i>				

## Molina Healthcare, Inc.

**Meeting Date:** 05/03/2023      **Country:** USA      **Ticker:** MOH  
**Record Date:** 03/08/2023      **Meeting Type:** Annual  
**Primary Security ID:** 60855R100

## Molina Healthcare, Inc.

Shares Voted: 2,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara L. Brasier	Mgmt	For	For	For
1b	Elect Director Daniel Cooperman	Mgmt	For	For	For
1c	Elect Director Stephen H. Lockhart	Mgmt	For	For	For
1d	Elect Director Steven J. Orlando	Mgmt	For	For	For
1e	Elect Director Ronna E. Romney	Mgmt	For	For	For
1f	Elect Director Richard M. Schapiro	Mgmt	For	For	For
1g	Elect Director Dale B. Wolf	Mgmt	For	For	For
1h	Elect Director Richard C. Zoretic	Mgmt	For	For	For
1i	Elect Director Joseph M. Zubretsky	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Oshkosh Corporation

Meeting Date: 05/03/2023

Country: USA

Ticker: OSK

Record Date: 02/23/2023

Meeting Type: Annual

Primary Security ID: 688239201

Shares Voted: 11,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Keith J. Allman	Mgmt	For	For	For
1.2	Elect Director Douglas L. Davis	Mgmt	For	For	For
1.3	Elect Director Tyrone M. Jordan	Mgmt	For	For	For
1.4	Elect Director Kimberley Metcalf-Kupres	Mgmt	For	For	For
1.5	Elect Director Stephen D. Newlin	Mgmt	For	For	For
1.6	Elect Director Duncan J. Palmer	Mgmt	For	For	For
1.7	Elect Director David G. Perkins	Mgmt	For	For	For
1.8	Elect Director John C. Pfeifer	Mgmt	For	For	For
1.9	Elect Director Sandra E. Rowland	Mgmt	For	For	For
1.10	Elect Director John S. Shiely	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Oshkosh Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require a Majority Vote for the Election of Directors	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.*

## PBF Energy Inc.

**Meeting Date:** 05/03/2023      **Country:** USA      **Ticker:** PBF  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 69318G106

**Shares Voted:** 20,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Nimbley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1b	Elect Director Spencer Abraham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1c	Elect Director Wayne Budd	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1d	Elect Director Paul J. Donahue, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1e	Elect Director S. Eugene Edwards	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1f	Elect Director Georganne Hodges	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1g	Elect Director Kimberly S. Lubel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1h	Elect Director George E. Ogden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1i	Elect Director Damian W. Wilmot	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1j	Elect Director Lawrence Ziemba	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee 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



**Meeting Date:** 05/03/2023

**Country:** USA

**Ticker:** PEP

**Record Date:** 03/01/2023

**Meeting Type:** Annual

**Primary Security ID:** 713448108

**Shares Voted:** 63,785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Jennifer Bailey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Cesar Conde	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Ian Cook	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Edith W. Cooper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Susan M. Diamond	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Dina Dublon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Michelle Gass	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Ramon L. Laguarta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Dave J. Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director David C. Page	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Robert C. Pohlad	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Daniel Vasella	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Darren Walker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1o	Elect Director Alberto Weisser	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

## PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against	Against
7	Report on Impacts of Restrictive Reproductive Healthcare Legislation	SH	Against	Against	Against
8	Publish Annual Congruency Report on Net-Zero Emissions Policy	SH	Against	Against	Against

## Philip Morris International Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: PM

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 718172109

Shares Voted: 71,711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brant Bonin Bough	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Andre Calantzopoulos	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michel Combes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Juan Jose Daboub	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Werner Geissler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Lisa A. Hook	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jun Makihara	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Kalpana Morparia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Jacek Olczak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Robert B. Polet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Dessislava Temperley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Philip Morris International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Shlomo Yanai	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: Following low support for the say-on-pay proposal last year, the compensation committee disclosed engagement efforts and feedback received from shareholders. However, the committee did not fully address a primary area of concern expressed by shareholders surrounding the problematic severance payment to a former CFO. Accordingly, the committee demonstrated only a limited degree of responsiveness and therefore a vote AGAINST this proposal is warranted.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
5	Disclose Nicotine Level Information, and Reduce Nicotine Levels in Tobacco Products	SH	Against	Against	Against

## Physicians Realty Trust

**Meeting Date:** 05/03/2023

**Country:** USA

**Ticker:** DOC

**Record Date:** 02/24/2023

**Meeting Type:** Annual

**Primary Security ID:** 71943U104

**Shares Voted:** 41,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John T. Thomas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Tommy G. Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Stanton D. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Mark A. Baumgartner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Albert C. Black, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director William A. Ebinger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Pamela J. Kessler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Ava E. Lias-Booker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Richard A. Weiss	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Physicians Realty Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

## Pool Corporation

**Meeting Date:** 05/03/2023      **Country:** USA      **Ticker:** POOL  
**Record Date:** 03/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 73278L105

Shares Voted: 1,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter D. Arvan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Martha "Marty" S. Gervasi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director James "Jim" D. Hope	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Debra S. Oler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Carlos A. Sabater	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Robert C. Sledd	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director John E. Stokely	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David G. Whalen	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

## PulteGroup, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: PHM

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: 745867101

Shares Voted: 10,538

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian P. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Bryce Blair	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Thomas J. Folliard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Cheryl W. Grise	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Andre J. Hawaux	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director J. Phillip Holloman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Ryan R. Marshall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director John R. Peshkin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Scott F. Powers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lila Snyder	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

## Regency Centers Corporation

Meeting Date: 05/03/2023

Country: USA

Ticker: REG

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 758849103

# Regency Centers Corporation

Shares Voted: 7,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin E. Stein, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Bryce Blair	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director C. Ronald Blankenship	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Kristin A. Campbell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Deirdre J. Evens	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Thomas W. Furphy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Karin M. Klein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Peter D. Linneman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David P. O'Connor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lisa Palmer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director James H. Simmons, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## S&P Global Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: SPGI

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 78409V104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Jacques Esculier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Gay Huey Evans	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director William D. Green	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Robert P. Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Ian Paul Livingston	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Deborah D. McWhinney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Maria R. Morris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Douglas L. Peterson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Richard E. Thornburgh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Gregory Washington	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

Selective Insurance Group, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: SIGI

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 816300107

## Selective Insurance Group, Inc.

Shares Voted: 10,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ainar D. Aijala, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Lisa Rojas Bacus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Terrence W. Cavanaugh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Wole C. Coaxum	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Robert Kelly Doherty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John J. Marchioni	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Thomas A. McCarthy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Stephen C. Mills	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director H. Elizabeth Mitchell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Cynthia S. Nicholson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director John S. Scheid	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director J. Brian Thebault	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Philip H. Urban	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

## Spirit Realty Capital, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: SRC

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: 84860W300



## Spirit Realty Capital, Inc.

Shares Voted: 25,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin M. Charlton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Elizabeth F. Frank	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Michelle M. Frymire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Kristian M. Gathright	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Richard I. Gilchrist	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Jackson Hsieh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Diana M. Laing	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Nicholas P. Shepherd	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Thomas J. Sullivan	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

## Alaska Air Group

Meeting Date: 05/04/2023

Country: USA

Ticker: ALK

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 011659109

Shares Voted: 5,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patricia M. Bedient	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director James A. Beer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Raymond L. Conner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Alaska Air Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Daniel K. Elwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Dhiren R. Fonseca	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Kathleen T. Hogan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Adrienne R. Lofton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Benito Minicucci	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Helvi K. Sandvik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director J. Kenneth Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Eric K. Yeaman	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

## AMETEK, Inc.

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** AME  
**Record Date:** 03/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** 031100100

Shares Voted: 10,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Amato	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Anthony J. Conti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Gretchen W. McClain	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

## AMETEK, Inc.

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

## Arch Capital Group Ltd.

**Meeting Date:** 05/04/2023      **Country:** Bermuda      **Ticker:** ACGL  
**Record Date:** 03/07/2023      **Meeting Type:** Annual  
**Primary Security ID:** G0450A105

Shares Voted: 17,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francis Ebong	Mgmt	For	For	For
1b	Elect Director Eileen Mallesch	Mgmt	For	For	For
1c	Elect Director Louis J. Paglia	Mgmt	For	For	For
1d	Elect Director Brian S. Posner	Mgmt	For	For	For
1e	Elect Director John D. Vollaro	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	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6a	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6b	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6c	Elect Director H. Beau Franklin as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6d	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6e	Elect Director James Haney as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6g	Elect Director Pierre Jal as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6h	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For

## Arch Capital Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6i	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6j	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6k	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
6l	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For

## Archer-Daniels-Midland Company

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** ADM  
**Record Date:** 03/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** 039483102

Shares Voted: 25,453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael S. Burke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Theodore Colbert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director James C. Collins, Jr.	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 Ellen de Brabander	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 Juan R. Luciano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Patrick J. Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Debra A. Sandler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lei Z. Schlitz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Archer-Daniels-Midland Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Kelvin R. Westbrook	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	Require Independent Board Chair	SH	Against	Against	Against

## Boston Scientific Corporation

**Meeting Date:** 05/04/2023

**Country:** USA

**Ticker:** BSX

**Record Date:** 03/10/2023

**Meeting Type:** Annual

**Primary Security ID:** 101137107

**Shares Voted:** 66,262

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nelda J. Connors	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Edward J. Ludwig	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Michael F. Mahoney	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director David J. Roux	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director John E. Sununu	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1h	Elect Director David S. Wichmann	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1i	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Boston Scientific Corporation

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

## Boyd Gaming Corporation

Meeting Date: 05/04/2023 Country: USA Ticker: BYD  
Record Date: 03/10/2023 Meeting Type: Annual  
Primary Security ID: 103304101

Shares Voted: 14,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John R. Bailey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director William R. Boyd	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Marianne Boyd Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Keith E. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Christine J. Spadafor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director A. Randall Thoman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Peter M. Thomas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Paul W. Whetsell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	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>				

## C.H. Robnson Worldwide, Inc.

Meeting Date: 05/04/2023 Country: USA Ticker: CHRW  
Record Date: 03/08/2023 Meeting Type: Annual  
Primary Security ID: 12541W209

## C.H. Robnson Worldwide, Inc.

Shares Voted: 5,479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott P. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director James J. Barber, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Kermit R. Crawford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Timothy C. Gokey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mark A. Goodburn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jodee A. Kozlak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Henry J. Maier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director James B. Stake	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Paula C. Tolliver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Henry W. 'Jay' Winship	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

## Cadence Design Systems, Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: CDNS

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 127387108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark W. Adams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Ita Brennan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Lewis Chew	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Anirudh Devgan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director ML Krakauer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Julia Liuson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director James D. Plummer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Alberto Sangiovanni-Vincentelli	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director John B. Shoven	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Young K. Sohn	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	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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Remove One-Year Holding Period Requirement to Call Special Meeting	SH	Against	Against	Against

Capital One Financial Corporation

Meeting Date: 05/04/2023

Country: USA

Ticker: COF

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 14040H105



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Fairbank	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Ime Archibong	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Christine Detrick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Ann Fritz Hackett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Peter Thomas Killalea	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Cornelis "Eli" Leenaars	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Peter E. Raskind	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Eileen Serra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Mayo A. Shattuck, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Bradford H. Warner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Craig Anthony Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>				
8	Report on Board Oversight of Risks Related to Discrimination	SH	Against	Against	Against

# Capital One Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Disclose Board Skills and Diversity Matrix	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this resolution is warranted for the following reasons:- A board matrix would enhance transparency and would provide shareholders with a better tool to assess the quality of Capital One's board and to evaluate its director nominees; and- A growing number of large companies, including several of its peers, are providing a board skills matrix.</i></p>					

## CME Group Inc.

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** CME  
**Record Date:** 03/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 12572Q105

**Shares Voted:** 16,635

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For	For
1b	Elect Director Kathryn Benesh	Mgmt	For	For	For
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	Refer	Against
1d	Elect Director Charles P. Carey	Mgmt	For	Refer	Against
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	For
1f	Elect Director Harold Ford, Jr.	Mgmt	For	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	For	For
1h	Elect Director Larry G. Gerdes	Mgmt	For	For	For
1i	Elect Director Daniel R. Glickman	Mgmt	For	Refer	Against
1j	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1k	Elect Director Phyllis M. Lockett	Mgmt	For	Refer	Against
1l	Elect Director Deborah J. Lucas	Mgmt	For	For	For
1m	Elect Director Terry L. Savage	Mgmt	For	Refer	Against
1n	Elect Director Rahael Seifu	Mgmt	For	Refer	Against
1o	Elect Director William R. Shepard	Mgmt	For	For	For
1p	Elect Director Howard J. Siegel	Mgmt	For	For	For
1q	Elect Director Dennis A. Suskind	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## CNX Resources Corporation

**Meeting Date:** 05/04/2023

**Country:** USA

**Ticker:** CNX

**Record Date:** 03/07/2023

**Meeting Type:** Annual

**Primary Security ID:** 12653C108

**Shares Voted:** 32,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert O. Agbede	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director J. Palmer Clarkson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Nicholas J. DeIuliis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Maureen E. Lally-Green	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Bernard Lanigan, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Ian McGuire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director William N. Thorndike, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
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 Climate Lobbying	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's direct and indirect climate lobbying, and how the company would plan to mitigate any risks that might be identified.</i>				

## Coterra Energy Inc.

**Meeting Date:** 05/04/2023

**Country:** USA

**Ticker:** CTRA

**Record Date:** 03/09/2023

**Meeting Type:** Annual

**Primary Security ID:** 127097103

**Shares Voted:** 36,492

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

## Coterra Energy Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Robert S. Boswell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Dorothy M. Ables	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Amanda M. Brock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Dan O. Dinges	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Paul N. Eckley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Hans Helmerich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Lisa A. Stewart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Frances M. Vallejo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Marcus A. Watts	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
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Reliability of Methane Emission Disclosures	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted. In light of heightened regulatory interest and the company's peers joining the Oil and Gas Methane Partnership, shareholders would benefit from more disclosure on the company's methane measurement.</i>				
7	Report on Climate Lobbying	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's direct and indirect climate lobbying, and how the company would plan to mitigate any risks that might be identified.</i>				

## Curtiss-Wright Corporation

**Meeting Date:** 05/04/2023

**Country:** USA

**Ticker:** CW

**Record Date:** 03/10/2023

**Meeting Type:** Annual

**Primary Security ID:** 231561101

## Curtiss-Wright Corporation

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lynn M. Bamford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Dean M. Flatt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director S. Marce Fuller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Bruce D. Hoechner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Glenda J. Minor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Anthony J. Moraco	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director William F. Moran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Robert J. Rivet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Peter C. Wallace	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Larry D. Wyche	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	Amend Executive Incentive Bonus 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

## DTE Energy Company

Meeting Date: 05/04/2023

Country: USA

Ticker: DTE

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 233331107

Shares Voted: 8,996

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

## DTE Energy Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Charles G. McClure, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Gail J. McGovern	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Mark A. Murray	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Gerardo Norcia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Robert C. Skaggs, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director David A. Thomas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Gary H. Torgow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director James H. Vandenberghe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Valerie M. Williams	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
5	Amend Right to Call Special Meeting	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as it would enhance the existing shareholder right to call special meetings. Although the proposal also requests the elimination of a one-year holding period provision, the precatory proposal inherently affords the board flexibility to maintain appropriate safeguards against abuse.</i>				
7	Report on Lobbying Payments and Policy	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its direct lobbying payments and support for special interest groups, would benefit shareholders in assessing its management of related risks.</i>				

## Duke Energy Corporation

**Meeting Date:** 05/04/2023

**Country:** USA

**Ticker:** DUK

**Record Date:** 03/06/2023

**Meeting Type:** Annual

**Primary Security ID:** 26441C204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Derrick Burks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Annette K. Clayton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Caroline Dorsa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director W. Roy Dunbar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Lynn J. Good	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director John T. Herron	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Idalene F. Kesner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director E. Marie McKee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Michael J. Pacilio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Thomas E. Skains	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director William E. Webster, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	None	For	For

## Duke Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Create a Committee to Evaluate Decarbonization Risk	SH	Against	Against	Against

## Eastman Chemical Company

Meeting Date: 05/04/2023

Country: USA

Ticker: EMN

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 277432100

Shares Voted: 5,586

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Humberto P. Alfonso	Mgmt	For	For	For
1.2	Elect Director Brett D. Begemann	Mgmt	For	For	For
1.3	Elect Director Eric L. Butler	Mgmt	For	For	For
1.4	Elect Director Mark J. Costa	Mgmt	For	For	For
1.5	Elect Director Edward L. Doheny, II	Mgmt	For	For	For
1.6	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1.7	Elect Director Julie F. Holder	Mgmt	For	For	For
1.8	Elect Director Renee J. Hornbaker	Mgmt	For	For	For
1.9	Elect Director Kim Ann Mink	Mgmt	For	For	For
1.10	Elect Director James J. O'Brien	Mgmt	For	For	For
1.11	Elect Director David W. Raisbeck	Mgmt	For	For	For
1.12	Elect Director Charles K. Stevens, III	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against

## Ecolab Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: ECL

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 278865100



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shari L. Ballard	Mgmt	For	For	For
1b	Elect Director Barbara J. Beck	Mgmt	For	For	For
1c	Elect Director Christophe Beck	Mgmt	For	For	For
1d	Elect Director Jeffrey M. Ettinger	Mgmt	For	For	For
1e	Elect Director Eric M. Green	Mgmt	For	For	For
1f	Elect Director Arthur J. Higgins	Mgmt	For	For	For
1g	Elect Director Michael Larson	Mgmt	For	For	For
1h	Elect Director David W. MacLennan	Mgmt	For	For	For
1i	Elect Director Tracy B. McKibben	Mgmt	For	For	For
1j	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1k	Elect Director Victoria J. Reich	Mgmt	For	For	For
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
1m	Elect Director John J. Zillmer	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST this proposal is warranted. Despite not receiving an annual incentive payout, a pay-for-performance misalignment was identified, largely because of an increase in the CEO's equity award value. Equity grants remained majority time-based, per ISS' valuation, and the CEO received a larger grant, both as a dollar value and as a number of shares/options, than in the prior year. Lastly, the committee made a sizable, time-based stock grant to another NEO for the second consecutive year.</i></p>					
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Require Independent Board Chair	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.</i></p>					

## Encompass Health Corporation

**Meeting Date:** 05/04/2023

**Country:** USA

**Ticker:** EHC

**Record Date:** 03/09/2023

**Meeting Type:** Annual

**Primary Security ID:** 29261A100

# Encompass Health Corporation

Shares Voted: 18,089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Greg D. Carmichael	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director John W. Chidsey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Donald L. Correll	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Joan E. Herman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Leslye G. Katz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Patricia A. Maryland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Kevin J. O'Connor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Christopher R. Reidy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Mark J. Tarr	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Terrance Williams	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

# Equifax Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: EFX

Record Date: 03/03/2023

Meeting Type: Annual

Primary Security ID: 294429105

## Equifax Inc.

Shares Voted: 5,705

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark W. Begor	Mgmt	For	For	For
1b	Elect Director Mark L. Feidler	Mgmt	For	For	For
1c	Elect Director Karen L. Fichuk	Mgmt	For	For	For
1d	Elect Director G. Thomas Hough	Mgmt	For	For	For
1e	Elect Director Robert D. Marcus	Mgmt	For	For	For
1f	Elect Director Scott A. McGregor	Mgmt	For	For	For
1g	Elect Director John A. McKinley	Mgmt	For	For	For
1h	Elect Director Melissa D. Smith	Mgmt	For	For	For
1i	Elect Director Audrey Boone Tillman	Mgmt	For	For	For
1j	Elect Director Heather H. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

*Voter Rationale: A vote AGAINST this proposal is warranted. The committee granted a \$25 million retention award to the CEO during the year in review, resulting in his reported pay more than doubling over the prior year. While the majority of the grant is performance-based, concerns are raised regarding goal rigor and disclosure. The relative TSR performance metric overlaps the annual LTI program, and many investors may not view the median TSR target to be particularly rigorous, especially for a special award. Further, \$5 million of the retention award has no forward-looking performance criteria.*

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
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Oversee and Report a Racial Equity Audit	SH	Against	Against	Against

## Genpact Limited

Meeting Date: 05/04/2023

Country: Bermuda

Ticker: G

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: G3922B107

Shares Voted: 30,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	For	For	For
1.2	Elect Director James Madden	Mgmt	For	For	For
1.3	Elect Director Ajay Agrawal	Mgmt	For	For	For
1.4	Elect Director Stacey Cartwright	Mgmt	For	For	For
1.5	Elect Director Laura Conigliaro	Mgmt	For	For	For
1.6	Elect Director Tamara Franklin	Mgmt	For	For	For

## Genpact Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Carol Lindstrom	Mgmt	For	For	For
1.8	Elect Director CeCelia Morken	Mgmt	For	For	For
1.9	Elect Director Brian Stevens	Mgmt	For	For	For
1.10	Elect Director Mark Verdi	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 KPMG Assurance and Consulting Services LLP as Auditors	Mgmt	For	For	For

## Graham Holdings Company

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** GHC  
**Record Date:** 03/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 384637104

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tony Allen	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Christopher Davis and Tony Allen for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR director nominee Danielle Conley is warranted</i>				
1.2	Elect Director Danielle Conley	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Christopher Davis and Tony Allen for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR director nominee Danielle Conley is warranted</i>				
1.3	Elect Director Christopher C. Davis	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Christopher Davis and Tony Allen for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR director nominee Danielle Conley is warranted</i>				

## Hexcel Corporation

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** HXL  
**Record Date:** 03/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 428291108

Shares Voted: 15,200

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

## Hexcel Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Cynthia M. Egnotovich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Thomas A. Gendron	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jeffrey A. Graves	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Guy C. Hachey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Marilyn L. Minus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Catherine A. Suever	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

## Iridium Communications Inc.

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** IRDM  
**Record Date:** 03/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** 46269C102

Shares Voted: 22,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert H. Niehaus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Thomas C. Canfield	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Matthew J. Desch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Thomas J. Fitzpatrick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director L. Anthony Frazier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Iridium Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Jane L. Harman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Alvin B. Krongard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Suzanne E. McBride	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Eric T. Olson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Parker W. Rush	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Kay N. Sears	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Jacqueline E. Yeane	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

## JBG SMITH Properties

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** JBGS  
**Record Date:** 02/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 46590V100

Shares Voted: 17,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Phyllis R. Caldwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Scott A. Estes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Alan S. Forman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Michael J. Glosserman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## JBG SMITH Properties

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director W. Matthew Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Alisa M. Mall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Carol A. Melton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director William J. Mulrow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director D. Ellen Shuman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Robert A. Stewart	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

## Leggett & Platt, Incorporated

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** LEG  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 524660107

**Shares Voted:** 24,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Angela Barbee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Mark A. Blinn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Robert E. Brunner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Mary Campbell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director J. Mitchell Dolloff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Manuel A. Fernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Karl G. Glassman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Leggett & Platt, Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Joseph W. McClanathan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Srikanth Padmanabhan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Jai Shah	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Phoebe A. Wood	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

## Mettler-Toledo International Inc.

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** MTD  
**Record Date:** 03/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 592688105

**Shares Voted:** 1,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert F. Spoerry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Roland Diggelmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Domitille Doat-Le Bigot	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Elisha W. Finney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Richard Francis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Michael A. Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Thomas P. Salice	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Ingrid Zhang	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Mettler-Toledo International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Murphy USA Inc.

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** MUSA  
**Record Date:** 03/07/2023      **Meeting Type:** Annual  
**Primary Security ID:** 626755102

Shares Voted: 3,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Claiborne P. Deming	Mgmt	For	For	For
1b	Elect Director Jeanne L. Phillips	Mgmt	For	For	For
1c	Elect Director Jack T. Taylor	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

## Perrigo Company plc

**Meeting Date:** 05/04/2023      **Country:** Ireland      **Ticker:** PRGO  
**Record Date:** 03/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** G97822103

Shares Voted: 24,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley A. Alford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Orlando D. Ashford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Katherine C. Doyle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Adriana Karaboutis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Perrigo Company plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Murray S. Kessler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Jeffrey B. Kindler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Erica L. Mann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Albert A. Manzone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Donal O'Connor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Geoffrey M. Parker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Approve Ernst & Young 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
6	Authorize Issuance of Equity without Preemptive Rights	Mgmt	For	For	For
7	Approve Creation of Distributable Reserves	Mgmt	For	For	For

## Prologis, Inc.

**Meeting Date:** 05/04/2023

**Country:** USA

**Ticker:** PLD

**Record Date:** 03/07/2023

**Meeting Type:** Annual

**Primary Security ID:** 74340W103

**Shares Voted:** 42,727

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Cristina G. Bitá	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director James B. Connor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director George L. Fotiadis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Lydia H. Kennard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Avid Modjtabai	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David P. O'Connor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Olivier Piani	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Jeffrey L. Skelton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Carl B. Webb	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Although annual and long-term incentives are substantially performance-based, significant concerns remain with the overall complexity of the long-term incentive programs, the skyrocketing value of outperformance awards for the CEO and other NEOs, and the rigor of LTI and POP goals. In addition to resulting in a large jump in total performance year pay in FY22, the multiple long-term incentive vehicles and issues surrounding grant timing make it difficult for investors to determine and accurately compare pay year-over-year. Further, investors may not consider relative LTI and POP goals set at one percentage point above the index to be particularly rigorous. Given these concerns, the quantitative pay-for-performance misalignment for the year under review is not mitigated.</i>				
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

## RLI Corp.

Meeting Date: 05/04/2023

Country: USA

Ticker: RLI

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 749607107

Shares Voted: 7,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kaj Ahlmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Michael E. Angelina	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director David B. Duclos	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## RLI Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Susan S. Fleming	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jordan W. Graham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Craig W. Kliethermes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Paul B. Medini	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jonathan E. Michael	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Robert P. Restrepo, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Debbie S. Roberts	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Michael J. Stone	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 Certificate of Incorporation to Include Exculpation of Officers	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Simon Property Group, Inc.

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** SPG  
**Record Date:** 03/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 828806109

**Shares Voted:** 15,095

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Glyn F. Aeppel	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aeppel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				

# Simon Property Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1B	Elect Director Larry C. Glasscock	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				
1C	Elect Director Allan Hubbard	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				
1D	Elect Director Reuben S. Leibowitz	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				
1E	Elect Director Randall J. Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				
1F	Elect Director Gary M. Rodkin	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				
1G	Elect Director Peggy Fang Roe	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				
1H	Elect Director Stefan M. Selig	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				
1I	Elect Director Daniel C. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				
1J	Elect Director Marta R. Stewart	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				

## Simon Property Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment exists for the year under review and mitigating factors could not be identified. The sharp increase in CEO pay was driven by a sizable, off-cycle discretionary cash bonus that lacks any performance- or time-vesting criteria. The structure of this sizable cash award is contrary to a pay-for-performance philosophy and the proxy lacks clear disclosure of the committee's rationale for the structure and magnitude of the award. Additionally, although the STI pool funding is tied to pre-set targets and a majority of LTIs are tied to performance goals, the proxy lacks disclosure of how performance translates into bonus pool funding levels, actual STI payouts are ultimately discretionary, and the proxy does not disclose forward-looking LTI goals.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<p><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></p>					

## Southwest Gas Holdings, Inc.

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** SWX  
**Record Date:** 03/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 844895102

Shares Voted: 11,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Director E. Renae Conley	Mgmt	For	For	For
1.2	Elect Director Andrew W. Evans	Mgmt	For	For	For
1.3	Elect Director Karen S. Haller	Mgmt	For	For	For
1.4	Elect Director Jane Lewis-raymond	Mgmt	For	For	For
1.5	Elect Director Henry P. Linginfelter	Mgmt	For	For	For
1.6	Elect Director Anne L. Mariucci	Mgmt	For	For	For
1.7	Elect Director Carlos A. Ruisanchez	Mgmt	For	For	For
1.8	Elect Director Ruby Sharma	Mgmt	For	For	For
1.9	Elect Director Andrew J. Teno	Mgmt	For	For	For
1.10	Elect Director A. Randall Thoman	Mgmt	For	For	For
1.11	Elect Director Leslie T. Thornton	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

# The Kraft Heinz Company

Meeting Date: 05/04/2023

Country: USA

Ticker: KHC

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 500754106

Shares Voted: 36,875

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory E. Abel	Mgmt	For	For	For
1b	Elect Director Humberto P. Alfonso	Mgmt	For	For	For
1c	Elect Director John T. Cahill	Mgmt	For	For	For
1d	Elect Director Lori Dickerson Fouche	Mgmt	For	For	For
1e	Elect Director Diane Gherson	Mgmt	For	For	For
1f	Elect Director Timothy Kenesey	Mgmt	For	For	For
1g	Elect Director Alicia Knapp	Mgmt	For	For	For
1h	Elect Director Elio Leoni Sceti	Mgmt	For	For	For
1i	Elect Director Susan Mulder	Mgmt	For	For	For
1j	Elect Director James Park	Mgmt	For	For	For
1k	Elect Director Miguel Patricio	Mgmt	For	For	For
1l	Elect Director John C. Pope	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	Against	Against	Against
5	Report on Supply Chain Water Risk Exposure	SH	Against	Against	Against
6	Commission a Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

# Trex Company, Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: TREX

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 89531P105

Shares Voted: 19,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jay M. Gratz	Mgmt	For	For	For
1.2	Elect Director Ronald W. Kaplan	Mgmt	For	For	For
1.3	Elect Director Gerald Volas	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Trex Company, Inc.

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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## United Parcel Service, Inc.

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** UPS  
**Record Date:** 03/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** 911312106

Shares Voted: 33,762

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Rodney Adkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Eva Boratto	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Michael Burns	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Wayne Hewett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Angela Hwang	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Kate Johnson	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights..</i>				
1h	Elect Director William Johnson	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>				
1i	Elect Director Franck Moison	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>				
1j	Elect Director Christiana Smith Shi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director Russell Stokes	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>				



# United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Kevin Warsh	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concern is raised given that performance share goals are not forwardly disclosed. However, annual incentives are entirely based on pre-set financial metrics and annual equity awards are primarily performance-conditioned and use multi-year performance periods.</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.</i>				
4	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>				
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.</i>				
6	Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i>				
7	Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted because this request is not considered burdensome and there is some ambiguity around how and whether the company's executive compensation strategy includes climate goals.</i>				
8	Report on Just Transition	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted to provide shareholders with disclosure on how the company is assessing and mitigating related risks</i>				
9	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. On balance, the potential risks to the company and therefore to shareholders from issuing the requested report appear to be greater than the potential benefits.</i>				
10	Oversee and Report a Civil Rights Audit	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this resolution is warranted as the company's current policies and disclosures provide adequate information for shareholders to determine whether its employee programs and training materials are having a reverse discrimination effect. Vote Requirement: Majority of votes cast (</i>				
11	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>				

# United Rentals, Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: URI

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 911363109

Shares Voted: 3,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Marc A. Bruno	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Larry D. De Shon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Matthew J. Flannery	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Bobby J. Griffin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Kim Harris Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Terri L. Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Michael J. Kneeland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Francisco J. Lopez-Balboa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Gracia C. Martore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Shiv Singh	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 Ownership Threshold for Shareholders to Request Action by Written Consent to 15%	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as further reducing the ownership threshold to initiate action by written consent would give shareholders a more meaningful written consent right.</i>				

## Univar Solutions Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: UNVR

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 91336L107

Shares Voted: 29,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joan A. Braca	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Mark J. Byrne	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Daniel P. Doheny	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Rhonda Germany	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director David C. Jukes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Varun Laroyia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Stephen D. Newlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Christopher D. Pappas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Kerry J. Preete	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Robert L. Wood	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

## Washington Federal, Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: WAFD

Record Date: 03/23/2023

Meeting Type: Special

Primary Security ID: 938824109

Shares Voted: 11,800

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

## Washington Federal, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: A vote FOR this proposal is warranted. Although WAFD shares have declined since announcement, the WAFD price declines appear to be related to the pullback in the broader banking industry as a whole rather than a reaction to the proposed transaction. Moreover, the company's shares have outperformed the community bank index over the same period, the strategic rationale appears sound, and the merger is expected to generate cost savings and be accretive to earnings.</i>				
2	Adjourn Meeting	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as the underlying transaction (Item 1) merits support.</i>				

## WEC Energy Group, Inc.

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** WEC  
**Record Date:** 02/23/2023      **Meeting Type:** Annual  
**Primary Security ID:** 92939U106

Shares Voted: 14,553

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ave M. Bie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Curt S. Culver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Danny L. Cunningham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director William M. Farrow, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Cristina A. Garcia-Thomas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Maria C. Green	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Gale E. Klappa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Thomas K. Lane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Scott J. Lauber	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Ulice Payne, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Mary Ellen Stanek	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Glen E. Tellock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## WEC Energy Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Wynn Resorts, Limited

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** WYNN  
**Record Date:** 03/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 983134107

Shares Voted: 4,744

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard J. Byrne	Mgmt	For	For	For
1.2	Elect Director Patricia Mulroy	Mgmt	For	For	For
1.3	Elect Director Philip G. Satre	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## YETI Holdings, Inc.

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** YETI  
**Record Date:** 03/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** 98585X104

Shares Voted: 15,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary Lou Kelley	Mgmt	For	Refer	Withhold
<p><i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Mary Kelley and Robert Shearer given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee Dustan McCoy is warranted.</i></p>					
1.2	Elect Director Dustan E. McCoy	Mgmt	For	For	For
<p><i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Mary Kelley and Robert Shearer given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee Dustan McCoy is warranted.</i></p>					

## YETI Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Robert K. Shearer	Mgmt	For	Refer	Withhold
<p><i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Mary Kelley and Robert Shearer given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee Dustan McCoy is warranted.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<p><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></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>					

## AbbVie Inc.

**Meeting Date:** 05/05/2023      **Country:** USA      **Ticker:** ABBV  
**Record Date:** 03/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 00287Y109

Shares Voted: 81,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For
1.2	Elect Director Melody B. Meyer	Mgmt	For	For	For
1.3	Elect Director Frederick H. Waddell	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. The elimination of supermajority vote requirements would improve shareholder rights and approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure they are removed.</i></p>					
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anti-competitive practices.</i></p>					

## Alcoa Corporation

Meeting Date: 05/05/2023

Country: USA

Ticker: AA

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 013872106

Shares Voted: 32,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven W. Williams	Mgmt	For	For	For
1b	Elect Director Mary Anne Citrino	Mgmt	For	For	For
1c	Elect Director Pasquale (Pat) Fiore	Mgmt	For	For	For
1d	Elect Director Thomas J. Gorman	Mgmt	For	For	For
1e	Elect Director Roy C. Harvey	Mgmt	For	For	For
1f	Elect Director James A. Hughes	Mgmt	For	For	For
1g	Elect Director Carol L. Roberts	Mgmt	For	For	For
1h	Elect Director Jackson (Jackie) P. Roberts	Mgmt	For	For	For
1i	Elect Director Ernesto Zedillo	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	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	For	For

*Voter Rationale: A vote FOR this proposal is warranted as it is considered good governance practice that shareholders have the ability to approve severance that exceeds market norm levels.*

## CMS Energy Corporation

Meeting Date: 05/05/2023

Country: USA

Ticker: CMS

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 125896100

Shares Voted: 13,410

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jon E. Barfield	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Deborah H. Butler	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Kurt L. Darrow	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					

## CMS Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director William D. Harvey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Garrick J. Rochow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John G. Russell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Suzanne F. Shank	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Myrna M. Soto	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director John G. Szniewajs	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ronald J. Tanski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Laura H. 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Dover Corporation

**Meeting Date:** 05/05/2023

**Country:** USA

**Ticker:** DOV

**Record Date:** 03/08/2023

**Meeting Type:** Annual

**Primary Security ID:** 260003108

**Shares Voted:** 6,533

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah L. DeHaas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1b	Elect Director H. John Gilbertson, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1c	Elect Director Kristiane C. Graham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR director nominees Michael (Mike) Johnston and Kristiane Graham is warranted.</i>				
1d	Elect Director Michael F. Johnston	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR director nominees Michael (Mike) Johnston and Kristiane Graham is warranted.</i>				



## Dover Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Michael Manley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1f	Elect Director Eric A. Spiegel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1g	Elect Director Richard J. Tobin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1h	Elect Director Stephen M. Todd	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1i	Elect Director Keith E. Wandell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other 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
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## DT Midstream, Inc.

**Meeting Date:** 05/05/2023      **Country:** USA      **Ticker:** DTM  
**Record Date:** 03/08/2023      **Meeting Type:** Annual  
**Primary Security ID:** 23345M107

**Shares Voted:** 17,548

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

## Entergy Corporation

**Meeting Date:** 05/05/2023      **Country:** USA      **Ticker:** ETR  
**Record Date:** 03/07/2023      **Meeting Type:** Annual  
**Primary Security ID:** 29364G103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gina F. Adams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director John H. Black	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director John R. Burbank	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Patrick J. Condon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Kirkland H. Donald	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Brian W. Ellis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Philip L. Frederickson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director M. Elise Hyland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Stuart L. Levenick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Blanche Lambert Lincoln	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Andrew S. Marsh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Karen A. Puckett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	For	For	For

## Fox Factory Holding Corp.

Meeting Date: 05/05/2023

Country: USA

Ticker: FOXF

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 35138V102

Shares Voted: 7,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth A. Fetter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Dudley W. Mendenhall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	For	For	For
5	Amend Certificate of Incorporation	Mgmt	For	For	For

## Halozyne Therapeutics, Inc.

Meeting Date: 05/05/2023

Country: USA

Ticker: HALO

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 40637H109

Shares Voted: 24,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Bernadette Connaughton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Moni Miyashita	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director Matthew L. Posard	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

## Hawaiian Electric Industries, Inc.

Meeting Date: 05/05/2023

Country: USA

Ticker: HE

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 419870100

## Hawaiian Electric Industries, Inc.

Shares Voted: 19,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas B. Fargo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Celeste A. Connors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Richard J. Dahl	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Elisia K. Flores	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Peggy Y. Fowler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Micah A. Kane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Michael J. Kennedy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Yoko Otani	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William James Scilacci, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Scott W. H. Seu	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

## Illinois Tool Works Inc.

Meeting Date: 05/05/2023

Country: USA

Ticker: ITW

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 452308109

Shares Voted: 12,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For

## Illinois Tool Works Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Susan Crown	Mgmt	For	For	For
1c	Elect Director Darell L. Ford	Mgmt	For	For	For
1d	Elect Director Kelly J. Grier	Mgmt	For	For	For
1e	Elect Director James W. Griffith	Mgmt	For	For	For
1f	Elect Director Jay L. Henderson	Mgmt	For	For	For
1g	Elect Director Richard H. Lenny	Mgmt	For	For	For
1h	Elect Director E. Scott Santi	Mgmt	For	For	For
1i	Elect Director David B. Smith, Jr.	Mgmt	For	For	For
1j	Elect Director Pamela B. Strobel	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	Require Independent Board Chair	SH	Against	Against	Against

## Lattice Semiconductor Corporation

**Meeting Date:** 05/05/2023      **Country:** USA      **Ticker:** LSCC  
**Record Date:** 03/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 518415104

**Shares Voted:** 24,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James R. Anderson	Mgmt	For	For	For
1.2	Elect Director Robin A. Abrams	Mgmt	For	For	For
1.3	Elect Director Douglas Bettinger	Mgmt	For	For	For
1.4	Elect Director Mark E. Jensen	Mgmt	For	For	For
1.5	Elect Director James P. Lederer	Mgmt	For	For	For
1.6	Elect Director D. Jeffrey Richardson	Mgmt	For	For	For
1.7	Elect Director Elizabeth Schwarting	Mgmt	For	For	For
1.8	Elect Director Raejeanne Skillern	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

# ManpowerGroup Inc.

Meeting Date: 05/05/2023

Country: USA

Ticker: MAN

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 56418H100

Shares Voted: 9,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Jean-Philippe Courtois	Mgmt	For	For	For
1B	Elect Director William Downe	Mgmt	For	For	For
1C	Elect Director John F. Ferraro	Mgmt	For	For	For
1D	Elect Director William P. Gipson	Mgmt	For	For	For
1E	Elect Director Patricia Hemingway Hall	Mgmt	For	For	For
1F	Elect Director Julie M. Howard	Mgmt	For	For	For
1G	Elect Director Ulice Payne, Jr.	Mgmt	For	For	For
1H	Elect Director Muriel Penicaud	Mgmt	For	For	For
1I	Elect Director Jonas Prising	Mgmt	For	For	For
1J	Elect Director Paul Read	Mgmt	For	For	For
1K	Elect Director Elizabeth P. Sartain	Mgmt	For	For	For
1L	Elect Director Michael J. Van Handel	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

# Occidental Petroleum Corporation

Meeting Date: 05/05/2023

Country: USA

Ticker: OXY

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 674599105

Shares Voted: 33,659

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Andrew Gould	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Vicki Hollub	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director William R. Klesse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jack B. Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Claire O'Neill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Avedick B. Poladian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Ken Robinson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Robert M. Shearer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

## Ryder System, Inc.

**Meeting Date:** 05/05/2023

**Country:** USA

**Ticker:** R

**Record Date:** 03/06/2023

**Meeting Type:** Annual

**Primary Security ID:** 783549108

**Shares Voted:** 9,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert J. Eck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robert A. Hagemann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael F. Hilton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Tamara L. Lundgren	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Ryder System, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Luis P. Nieto, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director David G. Nord	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Robert E. Sanchez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Abbie J. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director E. Follin 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 Charles M. Swoboda	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
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The lead independent director is appointed by the entire board (including the CEO), which raises questions regarding the independence of the lead director role. Furthermore, this non-binding proposal would not require an immediate change in the board leadership structure as it would allow the board discretion to phase in the policy requiring an independent chair.</i>				

## Teleflex Incorporated

**Meeting Date:** 05/05/2023      **Country:** USA      **Ticker:** TFX  
**Record Date:** 03/03/2023      **Meeting Type:** Annual  
**Primary Security ID:** 879369106

**Shares Voted:** 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Liam J. Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Jaewon Ryu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Teleflex Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Eliminate Supermajority Vote Requirement	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
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted, as it would enhance the existing shareholder right to call special meetings. Although the proposal also requests the elimination of a one-year holding period provision, the precatory proposal inherently affords the board flexibility to maintain appropriate safeguards against abuse.*

## The Brink's Company

**Meeting Date:** 05/05/2023      **Country:** USA      **Ticker:** BCO  
**Record Date:** 03/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 109696104

**Shares Voted:** 8,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathie J. Andrade	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Paul G. Boynton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Ian D. Clough	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Susan E. Docherty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mark Eubanks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Michael J. Herling	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director A. Louis Parker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Timothy J. Tynan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Keith R. Wyche	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## The Brink's 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## The Timken Company

**Meeting Date:** 05/05/2023      **Country:** USA      **Ticker:** TKR  
**Record Date:** 02/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 887389104

Shares Voted: 11,977

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maria A. Crowe	Mgmt	For	For	For
1.2	Elect Director Elizabeth A. Harrell	Mgmt	For	For	For
1.3	Elect Director Richard G. Kyle	Mgmt	For	For	For
1.4	Elect Director Sarah C. Lauber	Mgmt	For	For	For
1.5	Elect Director John A. Luke, Jr.	Mgmt	For	For	For
1.6	Elect Director Christopher L. Mapes	Mgmt	For	For	For
1.7	Elect Director James F. Palmer	Mgmt	For	For	For
1.8	Elect Director Ajita G. Rajendra	Mgmt	For	For	For
1.9	Elect Director Frank C. Sullivan	Mgmt	For	For	For
1.10	Elect Director John M. Timken, Jr.	Mgmt	For	For	For
1.11	Elect Director Ward J. Timken, Jr.	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted, as it would enhance the existing shareholder right to call special meetings. Although the proposal also requests the elimination of a one-year holding period provision, the precatory proposal inherently affords the board flexibility to maintain appropriate safeguards against abuse.*

## Ziff Davis, Inc.

Meeting Date: 05/05/2023

Country: USA

Ticker: ZD

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 48123V102

Shares Voted: 8,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vivek Shah	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Sarah Fay	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Trace Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director W. Brian Kretzmer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jonathan F. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Scott C. Taylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Zions Bancorporation, N.A.

Meeting Date: 05/05/2023

Country: USA

Ticker: ZION

Record Date: 03/02/2023

Meeting Type: Annual

Primary Security ID: 989701107

Shares Voted: 6,972

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Maria Contreras-Sweet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Gary L. Crittenden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director Suren K. Gupta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director Claire A. Huang	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Zions Bancorporation, N.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1E	Elect Director Vivian S. Lee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Scott J. McLean	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director Edward F. Murphy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Stephen D. Quinn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1I	Elect Director Harris H. Simmons	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1J	Elect Director Aaron B. Skonnard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1K	Elect Director Barbara A. Yastine	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

## Berkshire Hathaway Inc.

**Meeting Date:** 05/06/2023      **Country:** USA      **Ticker:** BRK.B  
**Record Date:** 03/08/2023      **Meeting Type:** Annual  
**Primary Security ID:** 084670702

**Shares Voted:** 83,357

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i>				
1.2	Elect Director Charles T. Munger	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i>				

# Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Gregory E. Abel	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i></p>				
1.4	Elect Director Howard G. Buffett	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i></p>				
1.5	Elect Director Susan A. Buffett	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i></p>				
1.6	Elect Director Stephen B. Burke	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures.</i></p>				
1.7	Elect Director Kenneth I. Chenault	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures.</i></p>				
1.8	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.9	Elect Director Susan L. Decker	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities.</i></p>				
1.10	Elect Director Charlotte Guyman	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures.</i></p>				
1.11	Elect Director Ajit Jain	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i></p>				

# Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i></p>				
1.13	Elect Director Ronald L. Olson	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i></p>				
1.14	Elect Director Wallace R. Weitz	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i></p>				
1.15	Elect Director Meryl B. Witmer	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i></p>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<p><i>Voter Rationale: A vote AGAINST this proposal is warranted. Two NEOs continue to receive large base salaries of \$16.0 million each and overall pay is not clearly linked to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives.</i></p>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
	<p><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></p>				
4	Report on Physical and Transitional Climate-Related Risks and Opportunities	SH	Against	For	For
	<p><i>Voter Rationale: A vote FOR the proposal is warranted as shareholders would benefit from corporate-level disclosure on the climate risks the company judges as material and plans to mitigate those risks</i></p>				
5	Report on Audit Committee's Oversight on Climate Risks and Disclosures	SH	Against	For	For
	<p><i>Voter Rationale: A vote FOR this proposal is warranted at this time because the enhanced disclosure would allow shareholders to assess the board's governance and risk oversight mechanisms in place to protect the company from potentially adverse regulatory requirements and market changes related to the energy transition.</i></p>				

## Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted at this time because the requested report would allow shareholders to evaluate emissions from Berkshire's insurance group, its peers have made public commitments, and the report may help the company prepare for state climate regulations.</i>				
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted due to:- the absence of information regarding comprehensive company diversity-related policies, programs or metrics; and- the potential benefits for shareholders of increased reporting of diversity-related efforts and program effectiveness.</i>				
8	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as multiple factors suggest that shareholders would benefit from additional independent oversight via an independent board chair.</i>				
9	Encourage Senior Management Commitment to Avoid Political Speech	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Especially given the fact that there are no well-known controversies related to senior executives' political speech, such micromanaging of senior executives' speech is not necessary</i>				

## Cincinnati Financial Corporation

**Meeting Date:** 05/06/2023

**Country:** USA

**Ticker:** CINF

**Record Date:** 03/08/2023

**Meeting Type:** Annual

**Primary Security ID:** 172062101

**Shares Voted:** 7,287

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas J. Aaron	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Nancy C. Benacci	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Linda W. Clement-Holmes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Dirk J. Debbink	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Steven J. Johnston	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Jill P. Meyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director David P. Osborn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

# Cincinnati Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Gretchen W. Schar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Charles O. Schiff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Douglas S. Skidmore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director John F. Steele, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Larry R. Webb	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Code of Regulations	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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Bank OZK

**Meeting Date:** 05/08/2023

**Country:** USA

**Ticker:** OZK

**Record Date:** 03/01/2023

**Meeting Type:** Annual

**Primary Security ID:** 06417N103

**Shares Voted:** 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicholas Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Paula Cholmondeley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Beverly Cole	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Robert East	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Kathleen Franklin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jeffrey Gearhart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Bank OZK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director George Gleason	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Peter Kenny	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William A. Koefoed, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Elizabeth Musico	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Christopher Orndorff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Steven Sadoff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Ross Whipple	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

## International Paper Company

**Meeting Date:** 05/08/2023

**Country:** USA

**Ticker:** IP

**Record Date:** 03/09/2023

**Meeting Type:** Annual

**Primary Security ID:** 460146103

**Shares Voted:** 16,502

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher M. Connor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Ahmet C. Dorduncu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Ilene S. Gordon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Anders Gustafsson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jacqueline C. Hinman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Clinton A. Lewis, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## International Paper Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Donald G. (DG) Macpherson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Kathryn D. Sullivan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Mark S. Sutton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Anton V. Vincent	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Ray G. Young	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The company's TSR underperformance suggests that shareholders would benefit from the most robust form of independent oversight in the form of an independent board chair.</i>				
6	Report on Risks Related to Operations in China	SH	Against	Against	Against

## Warner Bros. Discovery, Inc.

**Meeting Date:** 05/08/2023      **Country:** USA      **Ticker:** WBD  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 934423104

**Shares Voted:** 102,232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Li Haslett Chen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1.2	Elect Director Kenneth W. Lowe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1.3	Elect Director Paula A. Price	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all director nominees is warranted.</i>				
1.4	Elect Director David M. Zaslav	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

## Warner Bros. Discovery, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST this proposal is warranted given that the company recently modified the CEO's employment agreement without removing the entitlement to a problematic modified single-trigger cash severance. In addition, an unmitigated pay-for-performance misalignment exists for the year in review. The CEO continues to receive a large base salary as well as annual bonus opportunity. The strategic goal portion of the annual bonus is poorly disclosed, along with actual performance. This is compounded in the LTI program, as certain overlapping metrics are used in both programs, including a relatively short performance period. Disclosure of strategic metrics remains relatively poor in the LTI program, which makes up the majority of the program. Though some positive changes were made in response to shareholder feedback, some changes appear to be merely incremental improvements, which will be further analyzed in next year's report.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Adopt Simple Majority Vote	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i></p>					
6	Report on Lobbying Payments and Policy	SH	Against	Against	Against

## 3M Company

**Meeting Date:** 05/09/2023      **Country:** USA      **Ticker:** MMM  
**Record Date:** 03/14/2023      **Meeting Type:** Annual  
**Primary Security ID:** 88579Y101

Shares Voted: 25,598

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Anne H. Chow	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director David B. Dillon	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director Michael L. Eskew	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1e	Elect Director James R. Fitterling	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1f	Elect Director Amy E. Hood	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1g	Elect Director Suzan Kereere	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1h	Elect Director Gregory R. Page	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					

## 3M Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1j	Elect Director Michael F. Roman	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

## ALLETE, Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: ALE

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 018522300

Shares Voted: 10,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bethany M. Owen	Mgmt	For	For	For
1b	Elect Director Susan K. Nestegard	Mgmt	For	For	For
1c	Elect Director George G. Goldfarb	Mgmt	For	For	For
1d	Elect Director James J. Hoolihan	Mgmt	For	For	For
1e	Elect Director Madeleine W. Ludlow	Mgmt	For	For	For
1f	Elect Director Charles R. Matthews	Mgmt	For	For	For
1g	Elect Director Douglas C. Neve	Mgmt	For	For	For
1h	Elect Director Barbara A. Nick	Mgmt	For	For	For
1i	Elect Director Robert P. Powers	Mgmt	For	For	For
1j	Elect Director Charlene A. Thomas	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Arthur J. Gallagher & Co.

Meeting Date: 05/09/2023

Country: USA

Ticker: AJG

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: 363576109

## Arthur J. Gallagher & Co.

Shares Voted: 9,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sherry S. Barrat	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director William L. Bax	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Teresa H. Clarke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director D. John Coldman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director J. Patrick Gallagher, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director David S. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Christopher C. Miskel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Ralph J. Nicoletti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Norman L. Rosenthal	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 Certificate of Incorporation to Limit the Personal Liability of Certain Officers	Mgmt	For	For	For

## Charles River Laboratories International, Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: CRL

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: 159864107

Shares Voted: 2,400

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

## Charles River Laboratories International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Nancy C. Andrews	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Robert Bertolini	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Deborah T. Kochevar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director George Llado, Sr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Martin W. Mackay	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director George E. Massaro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director C. Richard Reese	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Craig B. Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Richard F. Wallman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Virginia M. 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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Non-human Primates Imported by the Company	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted because shareholders would benefit from additional disclosure about steps the company is taking to mitigate risks related to animal welfare in its supply chain of non-human primates.</i>				

## Coca-Cola Consolidated, Inc.

**Meeting Date:** 05/09/2023

**Country:** USA

**Ticker:** COKE

**Record Date:** 03/13/2023

**Meeting Type:** Annual

**Primary Security ID:** 191098102

**Shares Voted:** 800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Frank Harrison, III	Mgmt	For	Refer	Withhold

# Coca-Cola Consolidated, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Frank Harrison III and David Katz for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for all incumbent executive committee nominees, namely J. Frank Harrison III, David Katz, James (Jim) Morgan, and Dennis Wicker because the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. WITHHOLD votes are also warranted for J. Frank Harrison III as his ownership of the supervoting shares provides him with voting power control of the company.</i>				
1.2	Elect Director Elaine Bowers Coventry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Sharon A. Decker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Morgan H. Everett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director James R. Helvey, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director William H. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Umesh M. Kasbekar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1.8	Elect Director David M. Katz	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for J. Frank Harrison III and David Katz for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for all incumbent executive committee nominees, namely J. Frank Harrison III, David Katz, James (Jim) Morgan, and Dennis Wicker because the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>				
1.9	Elect Director James H. Morgan	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for all incumbent executive committee nominees, namely J. Frank Harrison III, David Katz, James (Jim) Morgan, and Dennis Wicker because the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>				
1.10	Elect Director Dennis A. Wicker	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for all incumbent executive committee nominees, namely J. Frank Harrison III, David Katz, James (Jim) Morgan, and Dennis Wicker because the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>				
1.11	Elect Director Richard T. Williams	Mgmt	For	For	For
	<i>Voter Rationale: 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	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>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				

## Coca-Cola Consolidated, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Senior Officers	Mgmt	For	Against	Against

*Voter Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and the board which will decide on the company's response to any shareholder litigation has a poor track record on corporate governance.*

## Cummins Inc.

Meeting Date: 05/09/2023 Country: USA Ticker: CMI  
 Record Date: 03/07/2023 Meeting Type: Annual  
 Primary Security ID: 231021106

Shares Voted: 6,554

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director N. Thomas Linebarger	Mgmt	For	For	For
2	Elect Director Jennifer W. Rumsey	Mgmt	For	For	For
3	Elect Director Gary L. Belske	Mgmt	For	For	For
4	Elect Director Robert J. Bernhard	Mgmt	For	For	For
5	Elect Director Bruno V. Di Leo Allen	Mgmt	For	For	For
6	Elect Director Stephen B. Dobbs	Mgmt	For	For	For
7	Elect Director Carla A. Harris	Mgmt	For	For	For
8	Elect Director Thomas J. Lynch	Mgmt	For	For	For
9	Elect Director William I. Miller	Mgmt	For	For	For
10	Elect Director Georgia R. Nelson	Mgmt	For	For	For
11	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
12	Elect Director Karen H. Quintos	Mgmt	For	For	For
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
14	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
15	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
17	Require Independent Board Chairman	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. The appointment of an independent board chair would simplify and streamline the board leadership structure while also providing the greatest form of independent oversight. Given the precatory nature of this proposal and discretion afforded to the board to implement this policy whenever possible, a vote FOR this proposal is warranted.</i></p>					
18	Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	SH	Against	Against	Against



Meeting Date: 05/09/2023

Country: USA

Ticker: DHR

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 235851102

Shares Voted: 30,335

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Feroz Dewan	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Linda Filler	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Teri List	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Walter G. Lohr, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Jessica L. Mega	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Mitchell P. Rales	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Steven M. Rales	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director A. Shane Sanders	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				

## Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director John T. Schwieters	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1l	Elect Director Alan G. Spoon	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1m	Elect Director Raymond C. Stevens	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1n	Elect Director Elias A. Zerhouni	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining 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	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are primarily based on pre-set financial goals and half of the targeted long-term incentives are performance-based and utilize a multi-year performance period</i>				
4	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.</i>				
5	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The board leadership structure is currently comprised of a cumbersome three-headed structure including a lead independent director, a relatively new CEO and a former CEO and company founder who continues to serve as executive chair. In this case, an independent chair policy would simplify the current board leadership structure, which could promote more effective independent oversight and also streamline responsibilities. In addition, there are continued pledging concerns at the company suggesting that shareholders would benefit from the most robust form of independent oversight, in the form of an independent chair. Furthermore, this proposal is not overly prescriptive and would not require an immediate change to the current board leadership structure, providing the board with flexibility to implement an independent chair policy as it sees fit.</i>				
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this resolution is warranted, as the company reports sufficient quantitative workforce diversity and recruitment metrics for shareholders to be able to assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>				

## Darling Ingredients Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: DAR

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: 237266101

## Darling Ingredients Inc.

Shares Voted: 29,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Randall C. Stuewe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Charles Adair	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Beth Albright	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Larry A. Barden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Celeste A. Clark	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Linda Goodspeed	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Enderson Guimaraes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Gary W. Mize	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Michael E. Rescoe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Kurt Stoffel	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

## Essex Property Trust, Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: ESS

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 297178105

Shares Voted: 3,000

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

## Essex Property Trust, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Maria R. Hawthorne	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Amal M. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Mary Kasaris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Angela L. Kleiman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director George M. Marcus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Thomas E. Robinson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Michael J. Schall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Byron A. Scordelis	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

## First American Financial Corporation

**Meeting Date:** 05/09/2023      **Country:** USA      **Ticker:** FAF  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 31847R102

**Shares Voted:** 18,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth D. DeGiorgio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director James L. Doti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Michael D. McKee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## First American Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Marsha A. Spence	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## First Solar, Inc.

**Meeting Date:** 05/09/2023      **Country:** USA      **Ticker:** FSLR  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 336433107

Shares Voted: 4,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Richard D. Chapman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Anita Marangoly George	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director George A. ("Chip") Hambro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Molly E. Joseph	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Craig Kennedy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Lisa A. Kro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director William J. Post	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Paul H. Stebbins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Michael T. Sweeney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## First Solar, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Mark R. Widmar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Norman L. Wright	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

## Iron Mountain Incorporated

Meeting Date: 05/09/2023

Country: USA

Ticker: IRM

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 46284V101

Shares Voted: 13,440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Pamela M. Arway	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Clarke H. Bailey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Kent P. Dauten	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Monte Ford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Robin L. Matlock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director William L. Meaney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Wendy J. Murdock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Walter C. Rakowich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Doyle R. Simons	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Iron Mountain Incorporated

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

## LKQ Corporation

**Meeting Date:** 05/09/2023      **Country:** USA      **Ticker:** LKQ  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 501889208

Shares Voted: 11,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick Berard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Meg A. Divitto	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Joseph M. Holsten	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Blythe J. McGarvie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director John W. Mendel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jody G. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Guhan Subramanian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Xavier Urbain	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Dominick Zarcone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

# Loews Corporation

Meeting Date: 05/09/2023

Country: USA

Ticker: L

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: 540424108

Shares Voted: 9,095

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Ann E. Berman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Joseph L. Bower	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director Charles D. Davidson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director Charles M. Diker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director Paul J. Fribourg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Walter L. Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director Susan P. Peters	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Andrew H. Tisch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1I	Elect Director James S. Tisch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1J	Elect Director Jonathan M. Tisch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1K	Elect Director Anthony Welters	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	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	Mgmt	For	For	For

# MDU Resources Group, Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: MDU

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 552690109



## MDU Resources Group, Inc.

Shares Voted: 36,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director German Carmona Alvarez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Thomas Everist	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Karen B. Fagg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David L. Goodin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Dennis W. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Patricia L. Moss	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Dale S. Rosenthal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Edward A. Ryan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David M. Sparby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Chenxi Wang	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## National Instruments Corporation

Meeting Date: 05/09/2023

Country: USA

Ticker: NATI

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 636518102

Shares Voted: 23,600

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

# National Instruments Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Alexander M. Davern	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

# Ormat Technologies, Inc.

**Meeting Date:** 05/09/2023      **Country:** USA      **Ticker:** ORA  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 686688102

Shares Voted: 8,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Isaac Angel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Karin Corfee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director David Granot	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director Michal Marom	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director Mike Nikkel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Dafna Sharir	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director Stanley B. Stern	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Hidetake Takahashi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1I	Elect Director Byron G. Wong	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Kesselman & Kesselman 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

# Pentair plc

**Meeting Date:** 05/09/2023

**Country:** Ireland

**Ticker:** PNR

**Record Date:** 03/10/2023

**Meeting Type:** Annual

**Primary Security ID:** G7S00T104

**Shares Voted:** 7,614

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mona Abutaleb Stephenson	Mgmt	For	For	For
1b	Elect Director Melissa Barra	Mgmt	For	For	For
1c	Elect Director T. Michael Glenn	Mgmt	For	For	For
1d	Elect Director Theodore L. Harris	Mgmt	For	For	For
1e	Elect Director David A. Jones	Mgmt	For	For	For
1f	Elect Director Gregory E. Knight	Mgmt	For	For	For
1g	Elect Director Michael T. Speetzen	Mgmt	For	For	For
1h	Elect Director John L. Stauch	Mgmt	For	For	For
1i	Elect Director Billie I. Williamson	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 and Authorise Their Remuneration	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Mgmt	For	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

# PNM Resources, Inc.

**Meeting Date:** 05/09/2023

**Country:** USA

**Ticker:** PNM

**Record Date:** 03/20/2023

**Meeting Type:** Annual

**Primary Security ID:** 69349H107

**Shares Voted:** 15,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Vicky A. Bailey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Norman P. Becker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## PNM Resources, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1C	Elect Director Patricia K. Collawn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director E. Renae Conley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director Alan J. Fohrer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Sidney M. Gutierrez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director James A. Hughes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Maureen T. Mullarkey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1I	Elect Director Donald K. Schwanz	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

## Prudential Financial, Inc.

**Meeting Date:** 05/09/2023

**Country:** USA

**Ticker:** PRU

**Record Date:** 03/10/2023

**Meeting Type:** Annual

**Primary Security ID:** 744320102

**Shares Voted:** 17,031

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Robert M. Falzon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Wendy E. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Charles F. Lowrey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Sandra Pinalto	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Christine A. Poon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Douglas A. Scovanner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Michael A. Todman	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
5	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The company's long-term TSR underperformance has coincided with a board leadership structure in which the chair and CEO roles are combined. Accordingly, shareholders would benefit from a policy requiring the strongest form of independent oversight in the form of an independent chair.</i>				

## RenaissanceRe Holdings Ltd.

**Meeting Date:** 05/09/2023      **Country:** Bermuda      **Ticker:** RNR  
**Record Date:** 03/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** G7496G103

**Shares Voted:** 7,947

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David C. Bushnell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director James L. Gibbons	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Shyam Gidumal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Torsten Jeworrek	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

## RenaissanceRe Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve PricewaterhouseCoopers Ltd. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

## T. Rowe Price Group, Inc.

**Meeting Date:** 05/09/2023      **Country:** USA      **Ticker:** TROW  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 74144T108

Shares Voted: 10,387

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glenn R. August	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Mark S. Bartlett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Dina Dublon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Freeman A. Hrabowski, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Robert F. MacLellan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Eileen P. Rominger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Robert W. Sharps	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Robert J. Stevens	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William J. Stromberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Alan D. Wilson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## T. Rowe Price Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Teradata Corporation

**Meeting Date:** 05/09/2023      **Country:** USA      **Ticker:** TDC  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 88076W103

Shares Voted: 18,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel R. Fishback	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Stephen McMillan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Kimberly K. Nelson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Todd E. McElhatton	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 Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## The Gap, Inc.

**Meeting Date:** 05/09/2023      **Country:** USA      **Ticker:** GPS  
**Record Date:** 03/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 364760108

Shares Voted: 38,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard Dickson	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Elisabeth B. Donohue	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Robert J. Fisher	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director William S. Fisher	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Tracy Gardner	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Kathryn Hall	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Bob L. Martin	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Amy Miles	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Chris O'Neill	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director Mayo A. Shattuck, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director Tariq Shaukat	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1l	Elect Director Salaam Coleman Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
2	Ratify Deloitte & Touche 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. Annual incentives were primarily determined by pre-set financial metrics and target goals were set above the previous year's actual results. In addition, a majority of the annual-cycle equity awards are performance conditioned and measured over a multi-year period. While the interim CEO's long-term incentives were entirely time-vesting, this concern is somewhat mitigated given the short-term nature of his position and because a portion of his awards were granted in connection with his role as executive chairman. Further, NEOs did not receive payouts under the annual incentive program and closing-cycle PSUs were not earned, which is generally aligned with recent financial and TSR performance.</i>				



## The Gap, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<p><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></p>					
5	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><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; and * The plan allows broad discretion to accelerate vesting.</i></p>					

## The Hanover Insurance Group, Inc.

**Meeting Date:** 05/09/2023      **Country:** USA      **Ticker:** THG  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 410867105

Shares Voted: 6,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francisco A. Aristeguieta	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.2	Elect Director Jane D. Carlin	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.3	Elect Director Elizabeth A. Ward	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
2	Approve Qualified Employee Stock Purchase Plan	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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Valero Energy Corporation

**Meeting Date:** 05/09/2023      **Country:** USA      **Ticker:** VLO  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 91913Y100

Shares Voted: 17,816

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

# Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: A vote FOR Deborah Majoras, the Chair of the Public Policy and Sustainability Committee, is warranted with caution, as the company's climate disclosure lags behind its peers and the company could be doing more to align with the goals of the Paris Agreement. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director H. Paulett Eberhart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Deborah Majoras, the Chair of the Public Policy and Sustainability Committee, is warranted with caution, as the company's climate disclosure lags behind its peers and the company could be doing more to align with the goals of the Paris Agreement. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Marie A. Ffolkes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Deborah Majoras, the Chair of the Public Policy and Sustainability Committee, is warranted with caution, as the company's climate disclosure lags behind its peers and the company could be doing more to align with the goals of the Paris Agreement. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Joseph W. Gorder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Deborah Majoras, the Chair of the Public Policy and Sustainability Committee, is warranted with caution, as the company's climate disclosure lags behind its peers and the company could be doing more to align with the goals of the Paris Agreement. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Kimberly S. Greene	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Deborah Majoras, the Chair of the Public Policy and Sustainability Committee, is warranted with caution, as the company's climate disclosure lags behind its peers and the company could be doing more to align with the goals of the Paris Agreement. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Deborah P. Majoras	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Deborah Majoras, the Chair of the Public Policy and Sustainability Committee, is warranted with caution, as the company's climate disclosure lags behind its peers and the company could be doing more to align with the goals of the Paris Agreement. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Eric D. Mullins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Deborah Majoras, the Chair of the Public Policy and Sustainability Committee, is warranted with caution, as the company's climate disclosure lags behind its peers and the company could be doing more to align with the goals of the Paris Agreement. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Donald L. Nickles	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Deborah Majoras, the Chair of the Public Policy and Sustainability Committee, is warranted with caution, as the company's climate disclosure lags behind its peers and the company could be doing more to align with the goals of the Paris Agreement. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Robert A. Profusek	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Deborah Majoras, the Chair of the Public Policy and Sustainability Committee, is warranted with caution, as the company's climate disclosure lags behind its peers and the company could be doing more to align with the goals of the Paris Agreement. A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director Randall J. Weisenburger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Deborah Majoras, the Chair of the Public Policy and Sustainability Committee, is warranted with caution, as the company's climate disclosure lags behind its peers and the company could be doing more to align with the goals of the Paris Agreement. A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Deborah Majoras, the Chair of the Public Policy and Sustainability Committee, is warranted with caution, as the company's climate disclosure lags behind its peers and the company could be doing more to align with the goals of the Paris Agreement. 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

## Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Climate Transition Plan and GHG Emissions Reduction Targets	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.</i></p>					
6	Oversee and Report a Racial Equity Audit	SH	Against	Against	Against

## Waste Management, Inc.

**Meeting Date:** 05/09/2023      **Country:** USA      **Ticker:** WM  
**Record Date:** 03/14/2023      **Meeting Type:** Annual  
**Primary Security ID:** 94106L109

Shares Voted: 17,266

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bruce E. Chinn	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1b	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1c	Elect Director Andres R. Gluski	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1d	Elect Director Victoria M. Holt	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1e	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1f	Elect Director Sean E. Menke	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1g	Elect Director William B. Plummer	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1h	Elect Director John C. Pope	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1i	Elect Director Maryrose T. Sylvester	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
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	Approve Omnibus Stock Plan	Mgmt	For	For	For

## Werner Enterprises, Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: WERN

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 950755108

Shares Voted: 10,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Diane K. Duren	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Derek J. Leathers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Michelle D. Livingstone	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 Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Wyndham Hotels & Resorts, Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: WH

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 98311A105

Shares Voted: 16,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. Holmes	Mgmt	For	For	For
1b	Elect Director Geoffrey A. Ballotti	Mgmt	For	For	For
1c	Elect Director Myra J. Biblowit	Mgmt	For	For	For
1d	Elect Director James E. Buckman	Mgmt	For	For	For
1e	Elect Director Bruce B. Churchill	Mgmt	For	For	For
1f	Elect Director Mukul V. Deoras	Mgmt	For	For	For
1g	Elect Director Ronald L. Nelson	Mgmt	For	For	For
1h	Elect Director Pauline D.E. Richards	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation To Provide for Exculpation of Certain Officers	Mgmt	For	For	For

## Wyndham Hotels & Resorts, Inc.

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

## American Airlines Group Inc.

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** AAL  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 02376R102

Shares Voted: 30,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Jeffrey D. Benjamin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Adriane M. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director John T. Cahill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director Michael J. Embler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Matthew J. Hart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director Robert D. Isom	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Susan D. Kronick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1I	Elect Director Martin H. Nesbitt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1J	Elect Director Denise M. O'Leary	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1K	Elect Director Vicente Reynal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1L	Elect Director Gregory D. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1M	Elect Director Douglas M. Steenland	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

## American Airlines Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	For	For	For

## American International Group, Inc.

Meeting Date: 05/10/2023

Country: USA

Ticker: AIG

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 026874784

Shares Voted: 34,405

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paola Bergamaschi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director James Cole, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director W. Don Cornwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Linda A. Mills	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Diana M. Murphy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Peter R. Porrino	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director John G. Rice	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Therese M. Vaughan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Peter Zaffino	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## American International Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST this proposal is warranted. There are significant concerns surrounding the magnitude and structure of a large off-cycle award granted to the CEO in connection with entering into a five-year employment agreement. On the positive side, the award has a relatively long five-year cliff vesting period. However, the award, which was granted amid back-to-back increases in target LTI opportunities, lacks performance-vesting criteria. With respect to regular incentive awards, some concern is raised by the STI program structure, as awards may be substantially increased by discretionary assessments of individual performance and have been for the CEO's awards for consecutive years. Lastly, the relative TSR metric in the LTI program, although not heavily weighted, provides for target vesting for below median performance against a relatively small peer group.</i></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. Although the lead independent director role is considered robust, per the CEO's new employment agreement, the current chair/CEO role is contractually guaranteed, which calls into question the board's argument that an independent board chair policy would be too rigid and prescriptive. Moreover, this advisory proposal provides the board discretion to implement an independent board chair policy at the next CEO transition.</i></p>					

## American Water Works Company, Inc.

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** AWK  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 030420103

Shares Voted: 8,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey N. Edwards	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Martha Clark Goss	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director M. Susan Hardwick	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director Kimberly J. Harris	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1e	Elect Director Laurie P. Havanec	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1f	Elect Director Julia L. Johnson	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1g	Elect Director Patricia L. Kampling	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1h	Elect Director Karl F. Kurz	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					

## American Water Works Company, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Michael L. Marberry	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1j	Elect Director James G. Stavridis	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
5	Oversee and Report a Racial Equity Audit	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of American Water's efforts to address racial inequity.</i>					

## Centene Corporation

**Meeting Date:** 05/10/2023

**Country:** USA

**Ticker:** CNC

**Record Date:** 03/13/2023

**Meeting Type:** Annual

**Primary Security ID:** 15135B101

**Shares Voted:** 26,232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jessica L. Blume	Mgmt	For	For	For
1b	Elect Director Kenneth A. Burdick	Mgmt	For	For	For
1c	Elect Director Christopher J. Coughlin	Mgmt	For	For	For
1d	Elect Director H. James Dallas	Mgmt	For	For	For
1e	Elect Director Wayne S. DeVeydt	Mgmt	For	For	For
1f	Elect Director Frederick H. Eppinger	Mgmt	For	For	For
1g	Elect Director Monte E. Ford	Mgmt	For	For	For
1h	Elect Director Sarah M. London	Mgmt	For	For	For
1i	Elect Director Lori J. Robinson	Mgmt	For	For	For
1j	Elect Director Theodore R. Samuels	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 KPMG LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against



## Centene Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Maternal Morbidity Reduction Metrics in Executive Compensation	SH	Against	Against	Against

## ChampionX Corporation

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** CHX  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 15872M104

Shares Voted: 36,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heidi S. Alderman	Mgmt	For	For	For
1.2	Elect Director Mamatha Chamarthi	Mgmt	For	For	For
1.3	Elect Director Carlos A. Fierro	Mgmt	For	For	For
1.4	Elect Director Gary P. Luquette	Mgmt	For	For	For
1.5	Elect Director Elaine Pickle	Mgmt	For	For	For
1.6	Elect Director Stuart Porter	Mgmt	For	For	For
1.7	Elect Director Daniel W. Rabun	Mgmt	For	For	For
1.8	Elect Director Sivasankaran ("Soma") Somasundaram	Mgmt	For	For	For
1.9	Elect Director Stephen M. Todd	Mgmt	For	For	For
2	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
7	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## CNO Financial Group, Inc.

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** CNO  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 12621E103

## CNO Financial Group, Inc.

Shares Voted: 20,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary C. Bhojwani	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Archie M. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Stephen N. David	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David B. Foss	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mary R. (Nina) Henderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Adrienne B. Lee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Daniel R. Maurer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Chetlur S. Ragavan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Steven E. Shebik	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
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
	<i>Voter Rationale: Support FOR this item is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.</i>				

## CSX Corporation

Meeting Date: 05/10/2023

Country: USA

Ticker: CSX

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 126408103

Shares Voted: 97,318

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

## CSX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Thomas P. Bostick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Steven T. Halverson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Paul C. Hilal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Joseph R. Hinrichs	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director David M. Moffett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Linda H. Riefler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director James L. Wainscott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director J. Steven Whisler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director John J. Zillmer	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

## Dominion Energy, Inc.

**Meeting Date:** 05/10/2023

**Country:** USA

**Ticker:** D

**Record Date:** 03/03/2023

**Meeting Type:** Annual

**Primary Security ID:** 25746U109

**Shares Voted:** 38,573

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director James A. Bennett	Mgmt	For	For	For
1B	Elect Director Robert M. Blue	Mgmt	For	For	For
1C	Elect Director D. Maybank Hagood	Mgmt	For	For	For

## Dominion Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1D	Elect Director Ronald W. Jibson	Mgmt	For	For	For
1E	Elect Director Mark J. Kington	Mgmt	For	For	For
1F	Elect Director Kristin G. Lovejoy	Mgmt	For	For	For
1G	Elect Director Joseph M. Rigby	Mgmt	For	For	For
1H	Elect Director Pamela J. Royal	Mgmt	For	For	For
1I	Elect Director Robert H. Spilman, Jr.	Mgmt	For	For	For
1J	Elect Director Susan N. Story	Mgmt	For	For	For
1K	Elect Director Michael E. Szymanczyk	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 Right to Call Special Meeting	Mgmt	For	For	For
6	Amend Advance Notice Provisions for Director Nominations	Mgmt	For	For	For
7	Require Independent Board Chair	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted. The company's sustained long-term TSR underperformance has coincided with a board leadership structure in which the chair and CEO roles are combined. Accordingly, shareholders would benefit from a policy requiring the strongest form of independent oversight in the form of an independent chair.*

## Elevance Health, Inc.

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** ELV  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 036752103

**Shares Voted:** 11,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gail K. Boudreaux	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director R. Kerry Clark	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Robert L. Dixon, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Deanna D. Strable	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

## Elevance Health, Inc.

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 Ernst & Young 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. Lowering the ownership threshold from 20 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i>					
6	Annually Report Third Party Political Contributions	SH	Against	Against	Against

## F.N.B. Corporation

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** FNB  
**Record Date:** 03/03/2023      **Meeting Type:** Annual  
**Primary Security ID:** 302520101

Shares Voted: 63,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela A. Bena	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.2	Elect Director William B. Campbell	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.3	Elect Director James D. Chiafullo	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.4	Elect Director Vincent J. Delie, Jr.	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.5	Elect Director Mary Jo Dively	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.6	Elect Director David J. Malone	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.7	Elect Director Frank C. Mencini	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.8	Elect Director David L. Motley	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.9	Elect Director Heidi A. Nicholas	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					
1.10	Elect Director John S. Stanik	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>					

## F.N.B. Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director William J. Strimbu	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

## Independence Realty Trust, Inc.

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** IRT  
**Record Date:** 03/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 45378A106

Shares Voted: 40,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott F. Schaeffer	Mgmt	For	For	For
1.2	Elect Director Stephen R. Bowie	Mgmt	For	For	For
1.3	Elect Director Ned W. Brines	Mgmt	For	For	For
1.4	Elect Director Richard D. Gebert	Mgmt	For	For	For
1.5	Elect Director Melinda H. McClure	Mgmt	For	For	For
1.6	Elect Director Thomas H. Purcell	Mgmt	For	For	For
1.7	Elect Director Ana Marie del Rio	Mgmt	For	For	For
1.8	Elect Director DeForest B. Soaries, Jr.	Mgmt	For	For	For
1.9	Elect Director Lisa Washington	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## ITT Inc.

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** ITT  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 45073V108

Shares Voted: 15,000

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

## ITT Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Richard P. Lavin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Rebecca A. McDonald	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Timothy H. Powers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Luca Savi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Cheryl L. Shavers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Sabrina Soussan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	SH	Against	Against	Against

## Juniper Networks, Inc.

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** JNPR  
**Record Date:** 03/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 48203R104

**Shares Voted:** 15,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne DeSanto	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Kevin DeNuccio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director James Dolce	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Juniper Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Steven Fernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Christine Gorjanc	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Janet Haugen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Scott Kriens	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Rahul Merchant	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Rami Rahim	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director William Stensrud	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

## Kinder Morgan, Inc.

**Meeting Date:** 05/10/2023

**Country:** USA

**Ticker:** KMI

**Record Date:** 03/13/2023

**Meeting Type:** Annual

**Primary Security ID:** 49456B101

**Shares Voted:** 91,580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Kinder	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the other director nominees is warranted.</i>				
1.2	Elect Director Steven J. Kean	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the other director nominees is warranted.</i>				



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Kimberly A. Dang	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the other director nominees is warranted.</i>				
1.4	Elect Director Ted A. Gardner	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the other director nominees is warranted.</i>				
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the other director nominees is warranted.</i>				
1.6	Elect Director Gary L. Hultquist	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the other director nominees is warranted.</i>				
1.7	Elect Director Ronald L. Kuehn, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the other director nominees is warranted.</i>				
1.8	Elect Director Deborah A. Macdonald	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the other director nominees is warranted.</i>				
1.9	Elect Director Michael C. Morgan	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the other director nominees is warranted.</i>				
1.10	Elect Director Arthur C. Reichstetter	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the other director nominees is warranted.</i>				
1.11	Elect Director C. Park Shaper	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the other director nominees is warranted.</i>				
1.12	Elect Director William A. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the other director nominees is warranted.</i>				

## Kinder Morgan, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Joel V. Staff	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the other director nominees is warranted.</i>				
1.14	Elect Director Robert F. Vagt	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Environmental, Health and Safety (EHS) Committee Chair Robert Vagt is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter and is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy.</i>				
2	Amend Certificate of Incorporation to Allow Exculpation of Certain 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>				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
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 were reasonably aligned for the year in review. However, shareholders would benefit from improved transparency surrounding the annual incentive program.</i>				

## Kite Realty Group Trust

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** KRG  
**Record Date:** 03/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 49803T300

**Shares Voted:** 39,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Kite	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director William E. Bindley	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Bonnie S. Biumi	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Derrick Burks	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Victor J. Coleman	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				

## Kite Realty Group Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Gerald M. Gorski	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Steven P. Grimes	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Christie B. Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Peter L. Lynch	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director David R. O'Reilly	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director Barton R. Peterson	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1l	Elect Director Charles H. Wurtz bach	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1m	Elect Director Caroline L. Young	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>				
3	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.</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>				

## Kohl's Corporation

**Meeting Date:** 05/10/2023

**Country:** USA

**Ticker:** KSS

**Record Date:** 03/08/2023

**Meeting Type:** Annual

**Primary Security ID:** 500255104

**Shares Voted:** 21,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Bender	Mgmt	For	For	For

## Kohl's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Peter Boneparth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Yael Cosset	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Christine Day	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director H. Charles Floyd	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Margaret L. Jenkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Thomas A. Kingsbury	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Robbin Mitchell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Jonas Prising	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director John E. Schlifske	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Adrienne Shapira	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

## Lamar Advertising Company

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** LAMR  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 512816109

**Shares Voted:** 15,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy Fletcher	Mgmt	For	For	For

# Lamar Advertising Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members John Koerner III, Stephen Mumblow, Thomas Reifenheiser, and Elizabeth (Liz) Thompson for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes is warranted for Kevin Reilly Jr., Wendell Reilly, and Anna Reilly as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director John E. Koerner, III	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members John Koerner III, Stephen Mumblow, Thomas Reifenheiser, and Elizabeth (Liz) Thompson for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes is warranted for Kevin Reilly Jr., Wendell Reilly, and Anna Reilly as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Marshall A. Loeb	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members John Koerner III, Stephen Mumblow, Thomas Reifenheiser, and Elizabeth (Liz) Thompson for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes is warranted for Kevin Reilly Jr., Wendell Reilly, and Anna Reilly as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Stephen P. Mumblow	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members John Koerner III, Stephen Mumblow, Thomas Reifenheiser, and Elizabeth (Liz) Thompson for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes is warranted for Kevin Reilly Jr., Wendell Reilly, and Anna Reilly as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director Thomas V. Reifenheiser	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members John Koerner III, Stephen Mumblow, Thomas Reifenheiser, and Elizabeth (Liz) Thompson for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes is warranted for Kevin Reilly Jr., Wendell Reilly, and Anna Reilly as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director Anna Reilly	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members John Koerner III, Stephen Mumblow, Thomas Reifenheiser, and Elizabeth (Liz) Thompson for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes is warranted for Kevin Reilly Jr., Wendell Reilly, and Anna Reilly as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Kevin P. Reilly, Jr.	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members John Koerner III, Stephen Mumblow, Thomas Reifenheiser, and Elizabeth (Liz) Thompson for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes is warranted for Kevin Reilly Jr., Wendell Reilly, and Anna Reilly as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				
1.8	Elect Director Wendell Reilly	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members John Koerner III, Stephen Mumblow, Thomas Reifenheiser, and Elizabeth (Liz) Thompson for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes is warranted for Kevin Reilly Jr., Wendell Reilly, and Anna Reilly as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director Elizabeth Thompson	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members John Koerner III, Stephen Mumblow, Thomas Reifenheiser, and Elizabeth (Liz) Thompson for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes is warranted for Kevin Reilly Jr., Wendell Reilly, and Anna Reilly as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				

## Lamar Advertising 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
<i>Voter Rationale: Although some concerns are 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	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>					
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>					

## Landstar System, Inc.

Meeting Date: 05/10/2023 Country: USA Ticker: LSTR  
 Record Date: 03/15/2023 Meeting Type: Annual  
 Primary Security ID: 515098101

Shares Voted: 6,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David G. Bannister	Mgmt	For	For	For
1b	Elect Director James L. Liang	Mgmt	For	For	For
1c	Elect Director George P. Scanlon	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Declassify the Board of Directors	Mgmt	For	For	For
<i>Voter Rationale: New Mexico favours unclassified board of directors.</i>					
4	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

## Murphy Oil Corporation

Meeting Date: 05/10/2023 Country: USA Ticker: MUR  
 Record Date: 03/13/2023 Meeting Type: Annual  
 Primary Security ID: 626717102

Shares Voted: 26,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Claiborne P. Deming	Mgmt	For	For	For
1b	Elect Director Lawrence R. Dickerson	Mgmt	For	For	For
1c	Elect Director Michelle A. Earley	Mgmt	For	For	For

## Murphy Oil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Roger W. Jenkins	Mgmt	For	For	For
1e	Elect Director Elisabeth W. Keller	Mgmt	For	For	For
1f	Elect Director James V. Kelley	Mgmt	For	For	For
1g	Elect Director R. Madison Murphy	Mgmt	For	For	For
1h	Elect Director Jeffrey W. Nolan	Mgmt	For	For	For
1i	Elect Director Robert N. Ryan, Jr.	Mgmt	For	For	For
1j	Elect Director Laura A. Sugg	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 KPMG LLP as Auditors	Mgmt	For	For	For

## Novanta Inc.

**Meeting Date:** 05/10/2023

**Country:** Canada

**Ticker:** NOV7

**Record Date:** 03/27/2023

**Meeting Type:** Annual

**Primary Security ID:** 67000B104

**Shares Voted:** 6,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Lonny J. Carpenter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Matthijs Glastra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director Barbara B. Hulit	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director Maxine L. Mauricio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director Katherine A. Owen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Thomas N. Secor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director Darlene J.S. Solomon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Frank A. 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

## Novanta Inc.

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

## Old National Bancorp

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** ONB  
**Record Date:** 03/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 680033107

Shares Voted: 53,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara A. Boigegrain	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Thomas L. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Kathryn J. Hayley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Peter J. Henseler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Daniel S. Hermann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Ryan C. Kitchell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Austin M. Ramirez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Ellen A. Rudnick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director James C. Ryan, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Thomas E. Salmon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Michael L. Scudder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Rebecca S. Skillman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Michael J. Small	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Old National Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.14	Elect Director Derrick J. Stewart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.15	Elect Director Stephen C. Van Arsdell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.16	Elect Director Katherine E. White	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 Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Phillips 66

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** PSX  
**Record Date:** 03/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 718546104

Shares Voted: 21,828

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory J. Hayes	Mgmt	For	For	For
1b	Elect Director Charles M. Holley	Mgmt	For	For	For
1c	Elect Director Denise R. Singleton	Mgmt	For	For	For
1d	Elect Director Glenn F. Tilton	Mgmt	For	For	For
1e	Elect Director Marna C. Whittington	Mgmt	For	For	For
2	Declassify the Board of Directors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Publish Audited Report on Impacts of a Significant Reduction in Virgin Plastic Demand	SH	Against	Against	Against

## Range Resources Corporation

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** RRC  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 75281A109

## Range Resources Corporation

Shares Voted: 43,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brenda A. Cline	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Margaret K. Dorman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director James M. Funk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Steve D. Gray	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Greg G. Maxwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Reginal W. Spiller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Dennis L. Degner	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

## Skyworks Solutions, Inc.

Meeting Date: 05/10/2023

Country: USA

Ticker: SWKS

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: 83088M102

Shares Voted: 7,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan S. Batey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Kevin L. Beebe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Liam K. Griffin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Eric J. Guerin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Skyworks Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Christine King	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Suzanne E. McBride	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director David P. McGlade	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Robert A. Schriesheim	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Maryann Turcke	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	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	None	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholder rights.</i>				

## Stryker Corporation

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** SYK  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 863667101

Shares Voted: 15,609

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary K. Brainerd	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Giovanni Caforio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Srikant M. Datar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Allan C. Golston	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Kevin A. Lobo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Stryker Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Sherilyn S. McCoy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Andrew K. Silvernail	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Ronda E. Stryker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Rajeev Suri	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	Report on Political Contributions and Expenditures	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's indirect political contributions through all trade associations and other tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>				

## United Bankshares, Inc.

**Meeting Date:** 05/10/2023      **Country:** USA      **Ticker:** UBSI  
**Record Date:** 03/02/2023      **Meeting Type:** Annual  
**Primary Security ID:** 909907107

**Shares Voted:** 24,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard M. Adams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Richard M. Adams, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Charles L. Capito, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Peter A. Converse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Michael P. Fitzgerald	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## United Bankshares, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Patrice A. Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Diana Lewis Jackson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director J. Paul McNamara	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Mark R. Nesselroad	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Jerold L. Rexroad *Withdrawn*	Mgmt			
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Lacy I. Rice, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Albert H. Small, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Mary K. Weddle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.14	Elect Director Gary G. White	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.15	Elect Director P. Clinton Winter	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

## Agree Realty Corporation

**Meeting Date:** 05/11/2023

**Country:** USA

**Ticker:** ADC

**Record Date:** 03/17/2023

**Meeting Type:** Annual

**Primary Security ID:** 008492100

**Shares Voted:** 16,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Merrie S. Frankel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John Rakolta, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Agree Realty Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Jerome Rossi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Grant Thornton 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

## Akamai Technologies, Inc.

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** AKAM  
**Record Date:** 03/16/2023      **Meeting Type:** Annual  
**Primary Security ID:** 00971T101

Shares Voted: 7,248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sharon Bowen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Marianne Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Monte Ford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Dan Hesse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Tom Killalea	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Tom Leighton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Jonathan Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Madhu Ranganathan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Ben Verwaayen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Bill Wagner	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Akamai Technologies, Inc.

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

## Ameren Corporation

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** AEE  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 023608102

**Shares Voted:** 11,946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	Mgmt	For	For	For
1b	Elect Director Cynthia J. Brinkley	Mgmt	For	For	For
1c	Elect Director Catherine S. Brune	Mgmt	For	For	For
1d	Elect Director J. Edward Coleman	Mgmt	For	For	For
1e	Elect Director Ward H. Dickson	Mgmt	For	For	For
1f	Elect Director Noelle K. Eder	Mgmt	For	For	For
1g	Elect Director Ellen M. Fitzsimmons	Mgmt	For	For	For
1h	Elect Director Rafael Flores	Mgmt	For	For	For
1i	Elect Director Richard J. Harshman	Mgmt	For	For	For
1j	Elect Director Craig S. Ivey	Mgmt	For	For	For
1k	Elect Director James C. Johnson	Mgmt	For	For	For
1l	Elect Director Martin J. Lyons, Jr.	Mgmt	For	For	For
1m	Elect Director Steven H. Lipstein	Mgmt	For	For	For
1n	Elect Director Leo S. Mackay, Jr.	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Disclose GHG Emissions Reductions Targets	SH	Against	Against	Against

## Assurant, Inc.

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** AIZ  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 04621X108

Shares Voted: 2,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elaine D. Rosen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Paget L. Alves	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Rajiv Basu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director J. Braxton Carter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Juan N. Cento	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Keith W. Demmings	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Harriet Edelman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Sari Granat	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Lawrence V. Jackson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Debra J. Perry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Ognjen (Ogi) Redzic	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Paul J. Reilly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Robert W. Stein	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

## Avient Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: AVNT

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: 05368V106



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert E. Abernathy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Richard H. Fearon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Gregory J. Goff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Neil Green	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director William R. Jellison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Sandra Beach Lin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Kim Ann Mink	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Ernest Nicolas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Robert M. Patterson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Kerry J. Preete	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Patricia Verduin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director William A. Wulfsohn	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

## Calix, Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: CALX

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: 13100M509

Shares Voted: 10,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kathleen Crusco	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Carl Russo	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 factor(s): * The equity program is estimated to be excessively dilutive (overriding factor); * The plan cost is excessive; and * The plan allows broad discretion to accelerate vesting.</i>				
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	Against	Against
	<i>Voter Rationale: Given that the matching contribution exceeds 25 percent of employees' contributions, this proposal is evaluated as an equity compensation plan. A vote AGAINST this proposal is warranted because the shareholder value transfer of 19.32 percent is greater than the company-specific allowable cap of 11 percent.</i>				
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Although the STI and LTI programs grant awards entirely based on pre-set financial performance metrics, the annual equity grant is based on performance over a single annual performance period, raising concerns regarding the pay program's relatively short-term focus. Moreover, executives' FY22 equity awards were majority time-vesting as a result of significant off-cycle equity awards granted in entirely time-based stock options, undermining the program's link between pay and performance as well as raising concerns regarding the magnitude of total compensation for multiple NEOs. Finally, the CEO received a promotional award entirely in time-vested equity. Promotional awards are exceedingly rare, and large grants that lack any pre-set performance criteria are disfavored by investors.</i>				
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Cboe Global Markets, Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: CBOE

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: 12503M108

Shares Voted: 4,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward T. Tilly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director William M. Farrow, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Edward J. Fitzpatrick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Cboe Global Markets, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Ivan K. Fong	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Janet P. Froetscher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jill R. Goodman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Alexander J. Matturri, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jennifer J. McPeck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Roderick A. Palmore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director James E. Parisi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Joseph P. Ratterman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Fredric J. Tomczyk	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

## Corporate Office Properties Trust

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** OFC  
**Record Date:** 03/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 22002T108

**Shares Voted:** 20,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas F. Brady	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Stephen E. Budorick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Robert L. Denton, Sr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Corporate Office Properties Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Philip L. Hawkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Steven D. Kesler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Letitia A. Long	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Essye B. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Raymond L. Owens	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director C. Taylor Pickett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lisa G. Trimberger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Discover Financial Services

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** DFS  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 254709108

**Shares Voted:** 12,611

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey S. Aronin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Mary K. Bush	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Gregory C. Case	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Candace H. Duncan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Joseph F. Eazor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Discover Financial Services

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Roger C. Hochschild	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Thomas G. Maheras	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director John B. Owen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director David L. Rawlinson, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Beverley A. Sibblies	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Mark A. Thierer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Jennifer L. Wong	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Edwards Lifesciences Corporation

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** EW  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 28176E108

**Shares Voted:** 28,630

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.2	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1.3	Elect Director Paul A. LaViolette	Mgmt	For	For	For
1.4	Elect Director Steven R. Loranger	Mgmt	For	For	For
1.5	Elect Director Martha H. Marsh	Mgmt	For	For	For
1.6	Elect Director Michael A. Mussallem	Mgmt	For	For	For
1.7	Elect Director Ramona Sequeira	Mgmt	For	For	For
1.8	Elect Director Nicholas J. Valeriani	Mgmt	For	For	For
1.9	Elect Director Bernard J. Zovighian	Mgmt	For	For	For

## Edwards Lifesciences Corporation

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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

## ESAB Corporation

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** ESAB  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 29605J106

**Shares Voted:** 9,333

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mitchell P. Rales	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Stephanie M. Phillipps	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Didier Teirlinck	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

## Ford Motor Company

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** F  
**Record Date:** 03/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 345370860

**Shares Voted:** 182,805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly A. Casiano	Mgmt	For	For	For
1b	Elect Director Alexandra Ford English	Mgmt	For	For	For

## Ford Motor Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director James D. Farley, Jr.	Mgmt	For	For	For
1d	Elect Director Henry Ford, III	Mgmt	For	For	For
1e	Elect Director William Clay Ford, Jr.	Mgmt	For	Refer	Against
<p><i>Voter Rationale: A vote AGAINST Chairman William Ford Jr. and Nominating and Governance Committee Chair William Kennard is warranted, because the company maintains a dual-class capital structure with unequal voting rights and it is not subject to a time-based sunset.</i></p>					
1f	Elect Director William W. Helman, IV	Mgmt	For	For	For
1g	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1h	Elect Director William E. Kennard	Mgmt	For	Refer	Against
<p><i>Voter Rationale: A vote AGAINST Chairman William Ford Jr. and Nominating and Governance Committee Chair William Kennard is warranted, because the company maintains a dual-class capital structure with unequal voting rights and it is not subject to a time-based sunset.</i></p>					
1i	Elect Director John C. May	Mgmt	For	For	For
1j	Elect Director Beth E. Mooney	Mgmt	For	For	For
1k	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1l	Elect Director John L. Thornton	Mgmt	For	For	For
1m	Elect Director John B. Veihmeyer	Mgmt	For	For	For
1n	Elect Director John S. Weinberg	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	Against	Against
<p><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 equity program is estimated to be excessively dilutive (overriding factor); - The plan contains an evergreen feature (overriding factor); - The plan cost is excessive; - The estimated duration of available and proposed shares exceeds six years; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.</i></p>					
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as it would provide shareholders of the company with equal voting rights on all voting items.</i></p>					
7	Report on Reliance on Child Labor in Supply Chain	SH	Against	Against	Against
8	Report on Animal Testing Practices	SH	Against	Against	Against

## Intel Corporation

**Meeting Date:** 05/11/2023

**Country:** USA

**Ticker:** INTC

**Record Date:** 03/17/2023

**Meeting Type:** Annual

**Primary Security ID:** 458140100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick P. Gelsinger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director James J. Goetz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Alyssa H. Henry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Omar Ishrak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Tsu-Jae King Liu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Barbara G. Novick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Gregory D. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lip-Bu Tan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Dion J. Weisler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Frank D. Yeary	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend 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 factor(s): - The plan cost is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan allows broad discretion to accelerate vesting</i>				
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i>				



## Intel Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Publish Third Party Review of Intel's China Business ESG Congruence	SH	Against	Against	Against

## KeyCorp

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** KEY  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 493267108

**Shares Voted:** 43,137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander M. Cutler	Mgmt	For	For	For
1.2	Elect Director H. James Dallas	Mgmt	For	For	For
1.3	Elect Director Elizabeth R. Gile	Mgmt	For	For	For
1.4	Elect Director Ruth Ann M. Gillis	Mgmt	For	For	For
1.5	Elect Director Christopher M. Gorman	Mgmt	For	For	For
1.6	Elect Director Robin N. Hayes	Mgmt	For	For	For
1.7	Elect Director Carlton L. Highsmith	Mgmt	For	For	For
1.8	Elect Director Richard J. Hipple	Mgmt	For	For	For
1.9	Elect Director Devina A. Rankin	Mgmt	For	For	For
1.10	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1.11	Elect Director Richard J. Tobin	Mgmt	For	For	For
1.12	Elect Director Todd J. Vasos	Mgmt	For	For	For
1.13	Elect Director David K. Wilson	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

## Laboratory Corporation of America Holdings

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** LH  
**Record Date:** 03/16/2023      **Meeting Type:** Annual  
**Primary Security ID:** 50540R409

# Laboratory Corporation of America Holdings

Shares Voted: 4,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	For	For	For
1b	Elect Director Jean-Luc Belingard	Mgmt	For	For	For
1c	Elect Director Jeffrey A. Davis	Mgmt	For	For	For
1d	Elect Director D. Gary Gilliland	Mgmt	For	For	For
1e	Elect Director Kirsten M. Kliphouse	Mgmt	For	For	For
1f	Elect Director Garheng Kong	Mgmt	For	For	For
1g	Elect Director Peter M. Neupert	Mgmt	For	For	For
1h	Elect Director Richelle P. Parham	Mgmt	For	For	For
1i	Elect Director Adam H. Schechter	Mgmt	For	For	For
1j	Elect Director Kathryn E. Wengel	Mgmt	For	For	For
1k	Elect Director R. Sanders Williams	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	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Transport of Nonhuman Primates Within the U.S.	SH	Against	Against	Against
7	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against

## Las Vegas Sands Corp.

Meeting Date: 05/11/2023

Country: USA

Ticker: LVS

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 517834107

Shares Voted: 15,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert G. Goldstein	Mgmt	For	Refer	Withhold

*Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Patrick Dumont	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.</i>				
1.3	Elect Director Irwin Chafetz	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.</i>				
1.4	Elect Director Micheline Chau	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.</i>				
1.5	Elect Director Charles D. Forman	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.</i>				
1.6	Elect Director Nora M. Jordan	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.</i>				
1.7	Elect Director Lewis Kramer	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.</i>				
1.8	Elect Director David F. Levi	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Robert (Rob) Goldstein, Irwin Chafetz, Patrick Dumont, and Charles Forman for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, Nora Jordan, Lewis Kramer, and David Levi), due to poor responsiveness to the 2022 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.</i>				
2	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>				

## Las Vegas Sands Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: Following low say-on-pay support last year, the board did not make any meaningful changes to address shareholders' expressed concerns. Moreover, there are persistent pay structure concerns that underscore a pay-for-performance misalignment. The CEO's base salary and target STI opportunity are outsized, and recent changes to the STI program reduce the importance of objective financial metrics. The regular LTI awards are based on the same short-term goals as the STI program, and the CEO's equity grant value was relatively large. There are also ongoing concerns regarding pay benchmarking practices, perquisites, and gross-ups. Several of the above concerns persist despite recent negative shareholder feedback on those issues. In light of these issues, a vote AGAINST this proposal is warranted. Shareholders are further advised to "withhold" votes from incumbent board members (see Item 1).</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<p><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></p>					
5	Disclose Board Skills and Diversity Matrix	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this resolution is warranted for the following reasons:- A board matrix would enhance transparency and would provide shareholders with a better tool to assess the quality of Las Vegas Sands' board and to evaluate its director nominees; and- A growing number of large companies are providing a board skills matrix.</i></p>					

## Manhattan Associates, Inc.

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** MANH  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 562750109

**Shares Voted:** 11,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eddie Capel	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Charles E. Moran	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
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

## Martin Marietta Materials, Inc.

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** MLM  
**Record Date:** 03/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 573284106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Sue W. Cole	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Anthony R. Foxx	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director John J. Koraleski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director C. Howard Nye	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Laree E. Perez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Thomas H. Pike	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Michael J. Quillen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Donald W. Slager	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director David C. Wajsgras	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	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Annual incentives appear to incorporate significant committee discretion, with no disclosure of the specific performance targets, weights, nor actual performance used to determine bonus payouts. The long-term incentive program has similar disclosure issues, with no disclosure of forward-looking performance targets for either financial metric. Further, closing cycle awards only provide the performance target and actual performance, but not threshold and maximum. These disclosure issues are particularly concerning for the year in review given above-target earnouts and the identified pay-for-performance misalignment.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from increased transparency on the company's efforts to manage the risks and opportunities associated with climate change and the transition to a low-carbon economy.</i>				

# Masco Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: MAS

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 574599106

Shares Voted: 10,421

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Keith J. Allman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Aine L. Denari	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Christopher A. O'Herlihy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Charles K. Stevens, III	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

# Norfolk Southern Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: NSC

Record Date: 03/03/2023

Meeting Type: Annual

Primary Security ID: 655844108

Shares Voted: 10,676

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas D. Bell, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Mitchell E. Daniels, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Marcela E. Donadio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director John C. Huffard, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Christopher T. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Thomas C. Kelleher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Steven F. Leer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1h	Elect Director Michael D. Lockhart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1i	Elect Director Amy E. Miles	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1j	Elect Director Claude Mongeau	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1k	Elect Director Jennifer F. Scanlon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1l	Elect Director Alan H. Shaw	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1m	Elect Director John R. Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 20 percent to 10 percent would improve shareholders' ability to utilize the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i>				

## Nucor Corporation

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** NUE  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 670346105

**Shares Voted:** 11,909

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Norma B. Clayton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1.2	Elect Director Patrick J. Dempsey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1.3	Elect Director Christopher J. Kearney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				

## Nucor Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Laurette T. Koellner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1.5	Elect Director Michael W. Lamach	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1.6	Elect Director Joseph D. Rupp	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1.7	Elect Director Leon J. Topalian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1.8	Elect Director Nadja Y. West	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) 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

## Steel Dynamics, Inc.

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** STLD  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 858119100

Shares Voted: 7,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark D. Millett	Mgmt	For	For	For
1.2	Elect Director Sheree L. Bargabos	Mgmt	For	For	For
1.3	Elect Director Kenneth W. Cornew	Mgmt	For	For	For
1.4	Elect Director Traci M. Dolan	Mgmt	For	For	For
1.5	Elect Director James C. Marcuccilli	Mgmt	For	For	For
1.6	Elect Director Bradley S. Seaman	Mgmt	For	For	For
1.7	Elect Director Gabriel L. Shaheen	Mgmt	For	For	For
1.8	Elect Director Luis M. Sierra	Mgmt	For	For	For
1.9	Elect Director Steven A. Sonnenberg	Mgmt	For	For	For
1.10	Elect Director Richard P. Teets, Jr.	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For



## Steel Dynamics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	For	For	For

## SunPower Corporation

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** SPWR  
**Record Date:** 03/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 867652406

Shares Voted: 15,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Faricy	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Peter Faricy and Nathaniel Anschuetz for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Nathaniel Anschuetz for serving as a non-independent member of a key board committee. A vote FOR director nominee Thomas McDaniel is warranted.</i>					
1.2	Elect Director Nathaniel Anschuetz	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Peter Faricy and Nathaniel Anschuetz for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Nathaniel Anschuetz for serving as a non-independent member of a key board committee. A vote FOR director nominee Thomas McDaniel is warranted.</i>					
1.3	Elect Director Thomas McDaniel	Mgmt	For	For	For
<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Peter Faricy and Nathaniel Anschuetz for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are further warranted for Nathaniel Anschuetz for serving as a non-independent member of a key board committee. A vote FOR director nominee Thomas McDaniel 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.</i>					
4	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>					

## Tempur Sealy International, Inc.

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** TPX  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 88023U101

## Tempur Sealy International, Inc.

Shares Voted: 30,924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Evelyn S. Dilsaver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Simon John Dyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Cathy R. Gates	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director John A. Heil	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Meredith Siegfried Madden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Richard W. Neu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Scott L. Thompson	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

## Texas Roadhouse, Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: TXRH

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 882681109

Shares Voted: 12,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. Crawford	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted</i>				
1.2	Elect Director Donna E. Epps	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted</i>				

## Texas Roadhouse, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Gregory N. Moore	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted</i>				
1.4	Elect Director Gerald L. Morgan	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted</i>				
1.5	Elect Director Curtis A. Warfield	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted</i>				
1.6	Elect Director Kathleen M. Widmer	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences.</i>				
1.7	Elect Director James R. Zarley	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
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 and performance are reasonably aligned and no significant concerns were identified at this time.</i>				
4	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.</i>				
5	Report on Efforts to Reduce GHG Emissions in Alignment with the Paris Agreement Goal	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional disclosure on the company's efforts to reduce greenhouse gas emissions.</i>				

## Tractor Supply Company

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** TSCO  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 892356106

**Shares Voted:** 5,100

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

## Tractor Supply Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Ricardo Cardenas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Andre Hawaux	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Denise L. Jackson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Ramkumar Krishnan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Edna K. Morris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Mark J. Weikel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Harry A. Lawton, III	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

## Tyler Technologies, Inc.

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** TYL  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 902252105

Shares Voted: 1,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn A. Carter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Brenda A. Cline	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Ronnie D. Hawkins, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Mary L. Landrieu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director John S. Marr, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Tyler Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director H. Lynn Moore, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Daniel M. Pope	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Dustin R. Womble	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Verizon Communications Inc.

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** VZ  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 92343V104

**Shares Voted:** 194,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	For	For
1.2	Elect Director Roxanne Austin	Mgmt	For	For	For
1.3	Elect Director Mark Bertolini	Mgmt	For	For	For
1.4	Elect Director Vittorio Colao	Mgmt	For	For	For
1.5	Elect Director Melanie Healey	Mgmt	For	For	For
1.6	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1.7	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1.8	Elect Director Daniel Schulman	Mgmt	For	For	For
1.9	Elect Director Rodney Slater	Mgmt	For	For	For
1.10	Elect Director Carol Tome	Mgmt	For	For	For
1.11	Elect Director Hans Vestberg	Mgmt	For	For	For
1.12	Elect Director Gregory Weaver	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Government Requests to Remove Content	SH	Against	Against	Against

## Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Against	Against	Against
7	Amend Clawback Policy	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoups. Such disclosure would benefit shareholders.</i>					
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
9	Require Independent Board Chair	SH	Against	Against	Against

## Westlake Corporation

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** WLK  
**Record Date:** 03/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 960413102

**Shares Voted:** 6,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a.1	Elect Director Catherine T. Chao	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Catherine Chao and Carolyn Sabat for failing to establish a board on which a majority of the directors are independent.</i>					
1a.2	Elect Director Marius A. Haas	Mgmt	For	For	For
<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Catherine Chao and Carolyn Sabat for failing to establish a board on which a majority of the directors are independent. A vote FOR the remaining director nominees is warranted.</i>					
1a.3	Elect Director Kimberly S. Lubel	Mgmt	For	For	For
<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Catherine Chao and Carolyn Sabat for failing to establish a board on which a majority of the directors are independent. A vote FOR the remaining director nominees is warranted.</i>					
1a.4	Elect Director Jeffrey W. Sheets	Mgmt	For	For	For
<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Catherine Chao and Carolyn Sabat for failing to establish a board on which a majority of the directors are independent. A vote FOR the remaining director nominees is warranted.</i>					
1b.1	Elect Director Carolyn C. Sabat	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Catherine Chao and Carolyn Sabat for failing to establish a board on which a majority of the directors are independent.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>					
3	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>					

# Westlake Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and the board which will decide on the company's response to any shareholder litigation is not majority independent.</i>				
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
6	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>				
7	Strengthen 2030 GHG Reduction Targets and Adopt Long-Term Targets Aligned with Net Zero	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The company lags behind peer companies, its intensity target may not lead to significant absolute reductions in emissions, the company does not disclose Scope 3 emissions, and the proposal offers management flexibility.</i>				
8	Report on Reducing Plastic Pollution of the Oceans	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to manage a possible reduction in the demand for virgin plastics and the associated financial repercussions would allow shareholders to better assess the company's related risk management and strategic planning.</i>				

# WEX Inc.

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** WEX  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 96208T104

Shares Voted: 7,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel Callahan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Shikhar Ghosh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director James Groch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director James (Jim) Neary	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Melissa Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Stephen Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Susan Sobott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## WEX Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Regina O. Sommer	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

## Xylem Inc.

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** XYL  
**Record Date:** 04/05/2023      **Meeting Type:** Special  
**Primary Security ID:** 98419M100

Shares Voted: 8,305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Acquisition	Mgmt	For	Refer	For
	<i>Voter Rationale: The strategic rationale appears reasonable, as the combined company will have increased scale and the opportunity to leverage AQUA's water treatment solutions across XYL's platform to help accelerate top-line growth and international expansion. Further, the merger is expected to generate meaningful cost synergies. That being said, the valuation of the deal and the fairness opinion both suggest that the company is paying full price for the target – which would appear consistent with the company's multi-year pursuit of AQUA. Though this may help account for the negative market reaction at announcement, it does not diminish the strategic rationale for the transaction. On balance, support FOR the proposed transaction is warranted.</i>				
2	Adjourn Meeting	Mgmt	For	Refer	For
	<i>Voter Rationale: Support FOR this agenda item is warranted as the underlying transaction warrants support.</i>				

## Zebra Technologies Corporation

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** ZBRA  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 989207105

Shares Voted: 2,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. Burns	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Linda M. Connly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Anders Gustafsson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Zebra Technologies Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Janice M. Roberts	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

## ANSYS, Inc.

**Meeting Date:** 05/12/2023      **Country:** USA      **Ticker:** ANSS  
**Record Date:** 03/14/2023      **Meeting Type:** Annual  
**Primary Security ID:** 03662Q105

Shares Voted: 4,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert M. Calderoni	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Glenda M. Dorchak	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Ajei S. Gopal	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Declassify the Board of Directors	Mgmt	For	For	For

*Voter Rationale: New Mexico favours unclassified board of directors.*

## Camden Property Trust

**Meeting Date:** 05/12/2023      **Country:** USA      **Ticker:** CPT  
**Record Date:** 03/16/2023      **Meeting Type:** Annual  
**Primary Security ID:** 133131102

Shares Voted: 4,900

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

## Camden Property Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Javier E. Benito	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Heather J. Brunner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Mark D. Gibson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Scott S. Ingraham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Renu Khator	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director D. Keith Oden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Frances Aldrich Sevilla-Sacasa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Steven A. Webster	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Kelvin R. Westbrook	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Colgate-Palmolive Company

**Meeting Date:** 05/12/2023      **Country:** USA      **Ticker:** CL  
**Record Date:** 03/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 194162103

**Shares Voted:** 38,630

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For
1b	Elect Director John T. Cahill	Mgmt	For	For	For
1c	Elect Director Steve Cahillane	Mgmt	For	For	For
1d	Elect Director Lisa M. Edwards	Mgmt	For	For	For
1e	Elect Director C. Martin Harris	Mgmt	For	For	For

## Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1g	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
1h	Elect Director Lorrie M. Norrington	Mgmt	For	For	For
1i	Elect Director Michael B. Polk	Mgmt	For	For	For
1j	Elect Director Stephen I. Sadove	Mgmt	For	For	For
1k	Elect Director Noel R. Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.*

## Integra LifeSciences Holdings Corporation

**Meeting Date:** 05/12/2023

**Country:** USA

**Ticker:** IART

**Record Date:** 03/20/2023

**Meeting Type:** Annual

**Primary Security ID:** 457985208

**Shares Voted:** 13,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jan De Witte	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Keith Bradley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Shaundra D. Clay	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Stuart M. Essig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Barbara B. Hill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Renee W. Lo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Raymond G. Murphy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Integra LifeSciences Holdings Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Christian S. Schade	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

## Marriott International, Inc.

Meeting Date: 05/12/2023

Country: USA

Ticker: MAR

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 571903202

Shares Voted: 12,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony G. Capuano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Isabella D. Goren	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Deborah Marriott Harrison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Frederick A. Henderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Eric Hippeau	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Lauren R. Hobart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Debra L. Lee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Aylwin B. Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David S. Marriott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Grant F. Reid	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Horacio D. Rozanski	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1m	Elect Director Susan C. Schwab	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	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Against	Against	Against
7	Report on Gender/Racial Pay Gap	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from global median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>					

## Marriott Vacations Worldwide Corporation

**Meeting Date:** 05/12/2023      **Country:** USA      **Ticker:** VAC  
**Record Date:** 03/14/2023      **Meeting Type:** Annual  
**Primary Security ID:** 57164Y107

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles Elliott "C.E." Andrews	Mgmt	For	For	For
1.2	Elect Director William W. McCarten	Mgmt	For	For	For
1.3	Elect Director William J. Shaw	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditor	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

## MSA SAFETY INCORPORATED

**Meeting Date:** 05/12/2023      **Country:** USA      **Ticker:** MSA  
**Record Date:** 02/14/2023      **Meeting Type:** Annual  
**Primary Security ID:** 553498106

# MSA SAFETY INCORPORATED

Shares Voted: 6,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Lambert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Diane M. Pearse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Nishan J. Vartanian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditor	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

## nVent Electric Plc

Meeting Date: 05/12/2023

Country: Ireland

Ticker: NVT

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: G6700G107

Shares Voted: 30,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sherry A. Aaholm	Mgmt	For	For	For
1b	Elect Director Jerry W. Burris	Mgmt	For	For	For
1c	Elect Director Susan M. Cameron	Mgmt	For	For	For
1d	Elect Director Michael L. Ducker	Mgmt	For	For	For
1e	Elect Director Randall J. Hogan	Mgmt	For	For	For
1f	Elect Director Danita K. Ostling	Mgmt	For	For	For
1g	Elect Director Nicola Palmer	Mgmt	For	For	For
1h	Elect Director Herbert K. Parker	Mgmt	For	For	For
1i	Elect Director Greg Scheu	Mgmt	For	For	For
1j	Elect Director Beth A. Wozniak	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Authorize Board to Issue of Shares under Irish Law	Mgmt	For	For	For

## nVent Electric Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
6	Authorize Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

## Republic Services, Inc.

Meeting Date: 05/12/2023

Country: USA

Ticker: RSG

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 760759100

Shares Voted: 9,495

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Manuel Kadre	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Tomago Collins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael A. Duffy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Thomas W. Handley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jennifer M. Kirk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Michael Larson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director James P. Snee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Brian S. Tyler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Jon Vander Ark	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Sandra M. Volpe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Katharine B. Weymouth	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

## Republic Services, Inc.

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

## Sempra Energy

**Meeting Date:** 05/12/2023      **Country:** USA      **Ticker:** SRE  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 816851109

Shares Voted: 14,591

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andres Conesa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Pablo A. Ferrero	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Jeffrey W. Martin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Bethany J. Mayer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Michael N. Mears	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jack T. Taylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Cynthia L. Walker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Cynthia J. Warner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director James C. Yardley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Increase Authorized Common Stock	Mgmt	For	For	For
6	Change Company Name to Sempra	Mgmt	For	For	For
7	Amend Articles of Incorporation	Mgmt	For	For	For
8	Require Independent Board Chair	SH	Against	Against	Against



## Teradyne, Inc.

Meeting Date: 05/12/2023

Country: USA

Ticker: TER

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: 880770102

Shares Voted: 7,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy E. Guertin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Peter Herweck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Mercedes Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Ernest E. Maddock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Marilyn Matz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Gregory S. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Ford Tamer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Paul J. Tufano	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

## The Progressive Corporation

Meeting Date: 05/12/2023

Country: USA

Ticker: PGR

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 743315103

Shares Voted: 27,075

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

## The Progressive Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Pamela J. Craig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Charles A. Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Lawton W. Fitt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Devin C. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Jeffrey D. Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Barbara R. Snyder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Kahina Van Dyke	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

## The Western Union Company

**Meeting Date:** 05/12/2023

**Country:** USA

**Ticker:** WU

**Record Date:** 03/15/2023

**Meeting Type:** Annual

**Primary Security ID:** 959802109

**Shares Voted:** 69,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin I. Cole	Mgmt	For	For	For
1b	Elect Director Betsy D. Holden	Mgmt	For	For	For
1c	Elect Director Jeffrey A. Joerres	Mgmt	For	For	For
1d	Elect Director Devin B. McGranahan	Mgmt	For	For	For

## The Western Union Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Michael A. Miles, Jr.	Mgmt	For	For	For
1f	Elect Director Timothy P. Murphy	Mgmt	For	For	For
1g	Elect Director Jan Siegmund	Mgmt	For	For	For
1h	Elect Director Angela A. Sun	Mgmt	For	For	For
1i	Elect Director Solomon D. Trujillo	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Provide Right to Act by Written Consent	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.*

## Vulcan Materials Company

**Meeting Date:** 05/12/2023

**Country:** USA

**Ticker:** VMC

**Record Date:** 03/15/2023

**Meeting Type:** Annual

**Primary Security ID:** 929160109

**Shares Voted:** 6,119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melissa H. Anderson	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director O. B. Grayson Hall, Jr.	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Lydia H. Kennard	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director James T. Prokopanko	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director George Willis	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

# Weyerhaeuser Company

Meeting Date: 05/12/2023

Country: USA

Ticker: WY

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 962166104

Shares Voted: 34,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Emmert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Rick R. Holley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Deidra C. Merriwether	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Al Monaco	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Nicole W. Piasecki	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Lawrence A. Selzer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Devin W. Stockfish	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Kim Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

# Zimmer Biomet Holdings, Inc.

Meeting Date: 05/12/2023

Country: USA

Ticker: ZBH

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 98956P102

Shares Voted: 9,722

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

## Zimmer Biomet Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Betsy J. Bernard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael J. Farrell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Robert A. Hagemann	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 Arthur J. Higgins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Maria Teresa Hilado	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Syed Jafry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Sreelakshmi Kolli	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Michael W. Michelson	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

## Cathay General Bancorp

**Meeting Date:** 05/15/2023

**Country:** USA

**Ticker:** CATY

**Record Date:** 03/23/2023

**Meeting Type:** Annual

**Primary Security ID:** 149150104

**Shares Voted:** 13,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nelson Chung	Mgmt	For	For	For
1b	Elect Director Felix S. Fernandez	Mgmt	For	For	For
1c	Elect Director Maan-Huei Hung	Mgmt	For	For	For
1d	Elect Director Richard Sun	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Cathay General Bancorp

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

## Chemed Corporation

**Meeting Date:** 05/15/2023      **Country:** USA      **Ticker:** CHE  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 16359R103

Shares Voted: 2,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin J. Mcnamara	Mgmt	For	For	For
1.2	Elect Director Ron Delyons	Mgmt	For	For	For
1.3	Elect Director Patrick P. Grace	Mgmt	For	For	For
1.4	Elect Director Christopher J. Heaney	Mgmt	For	For	For
1.5	Elect Director Thomas C. Hutton	Mgmt	For	For	For
1.6	Elect Director Andrea R. Lindell	Mgmt	For	For	For
1.7	Elect Director Eileen P. Mccarthy	Mgmt	For	For	For
1.8	Elect Director John M. Mount, Jr.	Mgmt	For	For	For
1.9	Elect Director Thomas P. Rice	Mgmt	For	For	For
1.10	Elect Director George J. Walsh Iii	Mgmt	For	For	For
2	Ratify Pricewaterhousecoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	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	For	For

*Voter Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, and equity awards are double trigger, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.*

## Consolidated Edison, Inc.

**Meeting Date:** 05/15/2023      **Country:** USA      **Ticker:** ED  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 209115104

# Consolidated Edison, Inc.

Shares Voted: 16,402

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy P. Cawley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Ellen V. Futter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director John F. Killian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Karol V. Mason	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Dwight A. McBride	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director William J. Mulrow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Armando J. Olivera	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Michael W. Ranger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Linda S. Sanford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Deirdre Stanley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director L. Frederick Sutherland	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
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

# International Bancshares Corporation

Meeting Date: 05/15/2023

Country: USA

Ticker: IBOC

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 459044103

# International Bancshares Corporation

Shares Voted: 9,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Javier de Anda	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Douglas B. Howland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Rudolph M. Miles	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Dennis E. Nixon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Larry A. Norton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Roberto R. Resendez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Antonio R. Sanchez, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Diana G. Zuniga	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify RSM US LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

# Mattel, Inc.

Meeting Date: 05/15/2023

Country: USA

Ticker: MAT

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 577081102

Shares Voted: 64,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Todd Bradley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Adriana Cisneros	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael Dolan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Diana Ferguson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Mattel, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Noreena Hertz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Ynon Kreiz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Soren Laursen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Ann Lewnes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Roger Lynch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Dominic Ng	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Judy Olian	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
5	Require Independent Board Chair	SH	Against	Against	Against

## Alexandria Real Estate Equities, Inc.

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** ARE  
**Record Date:** 03/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** 015271109

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joel S. Marcus	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Steven R. Hash	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director James P. Cain	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				

## Alexandria Real Estate Equities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Cynthia L. Feldmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Maria C. Freire	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Richard H. Klein	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Michael A. Woronoff	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as maximum payouts under both incentive plans are commensurate with the company's robust performance over the longer-term. That being said, concerns remain regarding the CEO and executive chairman structure, as each receive CEO level pay, and the committee's continued use of discretionary awards.</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.</i>				
4	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>				

## Amkor Technology, Inc.

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** AMKR  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 031652100

**Shares Voted:** 18,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James J. Kim	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Susan Y. Kim	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Giel Rutten	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				

## Amkor Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Douglas A. Alexander	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director Roger A. Carolin	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director Winston J. Churchill	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Daniel Liao	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.8	Elect Director MaryFrances McCourt	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director Robert R. Morse	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.10	Elect Director Gil C. Tily	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.11	Elect Director David N. Watson	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
4	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.</i>				

## Baker Hughes Company

**Meeting Date:** 05/16/2023

**Country:** USA

**Ticker:** BKR

**Record Date:** 03/20/2023

**Meeting Type:** Annual

**Primary Security ID:** 05722G100

**Shares Voted:** 46,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	For	For	For

## Baker Hughes Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Cynthia B. Carroll	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Nelda J. Connors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Michael R. Dumais	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Lynn L. Elsenhans	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director John G. Rice	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Lorenzo Simonelli	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Mohsen Sohi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## ConocoPhillips

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** COP  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 20825C104

**Shares Voted:** 57,710

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	Mgmt	For	For	For
1b	Elect Director Jody Freeman	Mgmt	For	For	For
1c	Elect Director Gay Huey Evans	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Joerres	Mgmt	For	For	For
1e	Elect Director Ryan M. Lance	Mgmt	For	For	For
1f	Elect Director Timothy A. Leach	Mgmt	For	For	For
1g	Elect Director William H. McRaven	Mgmt	For	For	For

# ConocoPhillips

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Sharmila Mulligan	Mgmt	For	For	For
1i	Elect Director Eric D. Mullins	Mgmt	For	For	For
1j	Elect Director Arjun N. Murti	Mgmt	For	For	For
1k	Elect Director Robert A. Niblock	Mgmt	For	For	For
1l	Elect Director David T. Seaton	Mgmt	For	For	For
1m	Elect Director R.A. Walker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	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 considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>					
5	Provide Right to Call Special Meeting	Mgmt	For	For	For
6	Approve Omnibus Stock Plan	Mgmt	For	For	For
7	Require Independent Board Chair	SH	Against	Against	Against
8	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i>					
9	Report on Tax Transparency	SH	Against	Against	Against
10	Report on Lobbying Payments and Policy	SH	Against	Against	Against

# CubeSmart

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** CUBE  
**Record Date:** 03/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 229663109

**Shares Voted:** 40,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Piero Bussani	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Jit Kee Chin	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Dorothy Dowling	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.4	Elect Director John W. Fain	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					

## CubeSmart

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Jair K. Lynch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Christopher P. Marr	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Deborah Rather Salzberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director John F. Remondi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Jeffrey F. Rogatz	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

## Enovis Corporation

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** ENOV  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 194014502

Shares Voted: 8,633

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Matthew L. Trerotola	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Barbara W. Bodem	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Liam J. Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Angela S. Lalor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Philip A. Okala	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Christine Ortiz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director A. Clayton Perfall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Enovis Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Brady R. Shirley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Rajiv Vinnakota	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Sharon Wienbar	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	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For

## Fortune Brands Innovations, Inc.

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** FBIN  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 34964C106

Shares Voted: 23,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicholas I. Fink	Mgmt	For	For	For
1b	Elect Director A. D. David Mackay	Mgmt	For	For	For
1c	Elect Director Stephanie Pugliese	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for Exculpation of Officers	Mgmt	For	For	For

## Fulton Financial Corporation

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** FULT  
**Record Date:** 03/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 360271100

# Fulton Financial Corporation

Shares Voted: 30,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Craighead Carey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Lisa Crutchfield	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Denise L. Devine	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Steven S. Etter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director George K. Martin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director James R. Moxley, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Curtis J. Myers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Antoinette M. Pergolin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Scott A. Snyder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ronald H. Spair	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director E. Philip Wenger	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 Non-Employee Director Restricted Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

# Highwoods Properties, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: HIW

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 431284108



## Highwoods Properties, Inc.

Shares Voted: 19,035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles A. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Gene H. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Thomas P. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Carlos E. Evans	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director David L. Gadis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director David J. Hartzell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Theodore J. Klinck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Anne H. Lloyd	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## JetBlue Airways Corporation

Meeting Date: 05/16/2023

Country: USA

Ticker: JBLU

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 477143101

Shares Voted: 58,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Ben Balanza	Mgmt	For	For	For
1b	Elect Director Peter Boneparth	Mgmt	For	For	For
1c	Elect Director Monte Ford	Mgmt	For	For	For
1d	Elect Director Robin Hayes	Mgmt	For	For	For
1e	Elect Director Ellen Jewett	Mgmt	For	For	For
1f	Elect Director Robert Leduc	Mgmt	For	For	For

## JetBlue Airways Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Teri McClure	Mgmt	For	For	For
1h	Elect Director Nik Mittal	Mgmt	For	For	For
1i	Elect Director Sarah Robb O'Hagan	Mgmt	For	For	For
1j	Elect Director Vivek Sharma	Mgmt	For	For	For
1k	Elect Director Thomas Winkelmann	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	Amend Qualified Employee Stock Purchase Plan	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.- The estimated duration of available and proposed shares exceeds six years.- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary).- The plan allows broad discretion to accelerate vesting.*

6	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
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## JPMorgan Chase & Co.

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** JPM  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 46625H100

**Shares Voted:** 135,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For
1b	Elect Director Stephen B. Burke	Mgmt	For	For	For
1c	Elect Director Todd A. Combs	Mgmt	For	For	For
1d	Elect Director James S. Crown	Mgmt	For	For	For
1e	Elect Director Alicia Boler Davis	Mgmt	For	For	For
1f	Elect Director James Dimon	Mgmt	For	For	For
1g	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1h	Elect Director Alex Gorsky	Mgmt	For	For	For
1i	Elect Director Melody Hobson	Mgmt	For	For	For
1j	Elect Director Michael A. Neal	Mgmt	For	For	For
1k	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1l	Elect Director Virginia M. Rometty	Mgmt	For	For	For

## JPMorgan Chase & Co.

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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.</i>					
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	Against
7	Amend Public Responsibility Committee Charter to Include Animal Welfare	SH	Against	Against	Against
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i>					
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For	For
<i>Voter Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and the company's management of related risks and opportunities.</i>					
10	Report on Risks Related to Discrimination Against Individuals Including Political Views	SH	Against	Against	Against
11	Report on Political Expenditures Congruence	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>					
12	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	Against	Against

## Knight-Swift Transportation Holdings Inc.

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** KNX  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 499049104

Shares Voted: 29,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Reid Dove	Mgmt	For	For	For
1b	Elect Director Michael Garnreiter	Mgmt	For	For	For
1c	Elect Director Louis Hobson	Mgmt	For	For	For

## Knight-Swift Transportation Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director David Jackson	Mgmt	For	For	For
1e	Elect Director Gary Knight	Mgmt	For	For	For
1f	Elect Director Kevin Knight	Mgmt	For	For	For
1g	Elect Director Kathryn Munro	Mgmt	For	For	For
1h	Elect Director Jessica Powell	Mgmt	For	For	For
1i	Elect Director Roberta Roberts Shank	Mgmt	For	For	For
1j	Elect Director Robert Synowicki, Jr.	Mgmt	For	For	For
1k	Elect Director David Vander Ploeg	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 Grant Thornton LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted. To be effective, the lead director must serve as a counterweight to each of the CEO, former CEO who currently serves as chairman, and executive vice chairman who is the cousin of the former CEO/chair. Further, the lead director's role is not robust as it lacks sole approval authority over board meeting agendas and schedules and does not have the sole authority to call special board meetings.*

## MasTec, Inc.

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** MTZ  
**Record Date:** 03/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 576323109

**Shares Voted:** 10,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ernst N. Csiszar	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Julia L. Johnson	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Jorge Mas	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
2	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

# Mid-America Apartment Communities, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: MAA

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 59522J103

Shares Voted: 5,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director H. Eric Bolton, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Deborah H. Caplan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director John P. Case	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Tamara Fischer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Toni Jennings	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Edith Kelly-Green	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director James K. Lowder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Thomas H. Lowder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Claude B. Nielsen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director W. Reid Sanders	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Gary S. Shorb	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director David P. Stockert	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
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

# Middleby Corporation

Meeting Date: 05/16/2023

Country: USA

Ticker: MIDD

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 596278101

Shares Voted: 9,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sarah Palisi Chapin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Timothy J. FitzGerald	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Cathy L. McCarthy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director John R. Miller, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Robert A. Nerbonne	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Gordon O'Brien	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Nassem Ziyad	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

# MKS Instruments, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: MKSI

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 55306N104

Shares Voted: 10,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter J. Cannone, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Joseph B. Donahue	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

## MKS Instruments, Inc.

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

## Motorola Solutions, Inc.

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** MSI  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 620076307

Shares Voted: 7,703

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory Q. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of key board committees. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i>				
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of key board committees. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i>				
1c	Elect Director Egon P. Durban	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of key board committees. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i>				
1d	Elect Director Ayanna M. Howard	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of key board committees. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i>				
1e	Elect Director Clayton M. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of key board committees. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i>				
1f	Elect Director Judy C. Lewent	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of key board committees. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i>				
1g	Elect Director Gregory K. Mondre	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of key board committees. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i>				
1h	Elect Director Joseph M. Tucci	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of key board committees. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i>				

## Motorola Solutions, 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. Annual incentives were half based on pre-set financial metrics and equity awards were primarily performance-conditioned with multi-year measurement periods.</i>					
4	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.</i>					

## National Retail Properties, Inc.

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** NNN  
**Record Date:** 03/14/2023      **Meeting Type:** Annual  
**Primary Security ID:** 637417106

Shares Voted: 32,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela K.M. Beall	Mgmt	For	For	For
1b	Elect Director Steven D. Cosler	Mgmt	For	For	For
1c	Elect Director David M. Fick	Mgmt	For	For	For
1d	Elect Director Edward J. Fritsch	Mgmt	For	For	For
1e	Elect Director Elizabeth C. Gulacsy	Mgmt	For	For	For
1f	Elect Director Kevin B. Habicht	Mgmt	For	For	For
1g	Elect Director Betsy D. Holden	Mgmt	For	For	For
1h	Elect Director Stephen A. Horn, Jr.	Mgmt	For	For	For
1i	Elect Director Kamau O. Witherspoon	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## NCR Corporation

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** NCR  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 62886E108



## NCR Corporation

Shares Voted: 24,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark W. Begor	Mgmt	For	For	For
1.2	Elect Director Gregory Blank	Mgmt	For	For	For
1.3	Elect Director Catherine L. Burke	Mgmt	For	For	For
1.4	Elect Director Deborah A. Farrington	Mgmt	For	For	For
1.5	Elect Director Michael D. Hayford	Mgmt	For	For	For
1.6	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1.7	Elect Director Kirk T. Larsen	Mgmt	For	For	For
1.8	Elect Director Martin Mucci	Mgmt	For	For	For
1.9	Elect Director Joseph E. Reece	Mgmt	For	For	For
1.10	Elect Director Laura J. Sen	Mgmt	For	For	For
1.11	Elect Director Glenn W. Welling	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 PricewaterhouseCoopers 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;- The plan permits liberal recycling of shares; and- The plan allows broad discretion to accelerate vesting.*

## Newell Brands Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: NWL

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 651229106

Shares Voted: 17,440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bridget Ryan Berman	Mgmt	For	For	For
1b	Elect Director Patrick D. Campbell	Mgmt	For	For	For
1c	Elect Director Gary Hu	Mgmt	For	For	For
1d	Elect Director Jay L. Johnson	Mgmt	For	For	For
1e	Elect Director Gerardo I. Lopez	Mgmt	For	For	For
1f	Elect Director Courtney R. Mather	Mgmt	For	For	For
1g	Elect Director Christopher H. Peterson	Mgmt	For	For	For

## Newell Brands Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1i	Elect Director Stephanie P. Stahl	Mgmt	For	For	For
1j	Elect Director Robert A. Steele	Mgmt	For	For	For
1k	Elect Director David P. Willetts	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Right to Act by Written Consent	SH	Against	Against	Against

## Principal Financial Group, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: PFG

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: 74251V102

Shares Voted: 10,554

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jonathan S. Auerbach	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Mary E. "Maliz" Beams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Jocelyn Carter-Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Scott M. Mills	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Claudio N. Muruzabal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director H. Elizabeth Mitchell	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

## QuidelOrtho Corp.

Meeting Date: 05/16/2023

Country: USA

Ticker: QDEL

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 219798105

Shares Voted: 9,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas C. Bryant	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Kenneth F. Buechler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Evelyn S. Dilsaver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Edward L. Michael	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Mary Lake Polan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Ann D. Rhoads	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Robert R. Schmidt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Christopher M. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Matthew W. Strobeck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Kenneth J. Widder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Joseph D. Wilkins, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Stephen H. Wise	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

## Stericycle, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: SRCL

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 858912108

## Stericycle, Inc.

Shares Voted: 16,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert S. Murley	Mgmt	For	For	For
1b	Elect Director Cindy J. Miller	Mgmt	For	For	For
1c	Elect Director Brian P. Anderson	Mgmt	For	For	For
1d	Elect Director Lynn D. Bleil	Mgmt	For	For	For
1e	Elect Director Thomas F. Chen	Mgmt	For	For	For
1f	Elect Director Victoria L. Dolan	Mgmt	For	For	For
1g	Elect Director Naren K. Gursahaney	Mgmt	For	For	For
1h	Elect Director J. Joel Hackney, Jr.	Mgmt	For	For	For
1i	Elect Director Stephen C. Hooley	Mgmt	For	For	For
1j	Elect Director James L. Welch	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Political Contributions	SH	Against	Against	Against
6	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted, as a policy requiring pro-rata vesting upon a change in control would further align the interests of executives with those of shareholders.*

## Tesla, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: TSLA

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 88160R101

Shares Voted: 124,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elon Musk	Mgmt	For	For	For

*Voter Rationale: A vote AGAINST audit committee chair Robyn Denholm is warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives. A vote FOR the remaining directors is warranted.*

1.2	Elect Director Robyn Denholm	Mgmt	For	Refer	Against
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*Voter Rationale: A vote AGAINST audit committee chair Robyn Denholm is warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives.*

# Tesla, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director JB Straubel	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST audit committee chair Robyn Denholm is warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives. A vote FOR the remaining directors is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: Reported compensation for all NEOs, other than the CEO, consisted only of base salaries and 401K matching contributions, as the company does not maintain an annual incentive program nor make regular annual equity grants. Investors should continue to monitor pay outcomes, as the company's grant practices are periodic in nature and the most recent grants made to executives in prior years have been sizable. However, at this time, a vote FOR this proposal is warranted.</i>				
3	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>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
5	Report on Key-Person Risk and Efforts to Ameliorate It	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted given that the risks inherent in this request outweigh any potential benefits.</i>				

# The Hershey Company

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** HSY  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 427866108

Shares Voted: 6,778

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela M. Arway	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted</i>				
1.2	Elect Director Michele G. Buck	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted</i>				
1.3	Elect Director Victor L. Crawford	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted</i>				
1.4	Elect Director Robert M. Dutkowsky	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision.</i>				

# The Hershey Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Mary Kay Haben	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted</i>				
1.6	Elect Director James C. Katzman	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision.</i>				
1.7	Elect Director M. Diane Koken	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted</i>				
1.8	Elect Director Huang Maria T. Kraus	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted</i>				
1.9	Elect Director Robert M. Malcolm	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision.</i>				
1.10	Elect Director Anthony J. Palmer	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision.</i>				
1.11	Elect Director Juan R. Perez	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision.</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	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentive awards are based entirely on objective financial performance metrics, and the majority of the equity awards are conditioned on long-term financial performance metrics.</i>				
4	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.</i>				
5	Report on Human Rights Impacts of Living Wage & Income Position Statement	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the company is providing sufficient information regarding its cocoa sourcing policies and practices and how it is managing supply chain human rights risks in general, and risks related to child labor in particular.</i>				

# The Wendy's Company

Meeting Date: 05/16/2023

Country: USA

Ticker: WEN

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 95058W100

Shares Voted: 30,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nelson Peltz	Mgmt	For	For	For
1.2	Elect Director Peter W. May	Mgmt	For	For	For
1.3	Elect Director Matthew H. Peltz	Mgmt	For	For	For
1.4	Elect Director Michelle Caruso-Cabrera	Mgmt	For	For	For
1.5	Elect Director Kristin A. Dolan	Mgmt	For	For	For
1.6	Elect Director Kenneth W. Gilbert	Mgmt	For	For	For
1.7	Elect Director Richard H. Gomez	Mgmt	For	For	For
1.8	Elect Director Joseph A. Levato	Mgmt	For	For	For
1.9	Elect Director Michelle "Mich" J. Mathews-Spradlin	Mgmt	For	For	For
1.10	Elect Director Todd A. Penegor	Mgmt	For	For	For
1.11	Elect Director Peter H. Rothschild	Mgmt	For	For	For
1.12	Elect Director Arthur B. Winkleblack	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Proxy Access Right	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. The company lacks a lead independent director with robust duties and the company's non-independent chair, and both vice chairs, are affiliated with the company's largest shareholder, suggesting that the company could benefit from increased oversight in the form of an independent board chair.</i></p>					
7	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					

# Ventas Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: VTR

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 92276F100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melody C. Barnes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Debra A. Cafaro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael J. Embler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Matthew J. Lustig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Roxanne M. Martino	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Marguerite M. Nader	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Sean P. Nolan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Walter C. Rakowich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Sumit Roy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director James D. Shelton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Maurice S. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Align Technology, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: ALGN

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: 016255101



## Align Technology, Inc.

Shares Voted: 3,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin J. Dallas	Mgmt	For	For	For
1.2	Elect Director Joseph M. Hogan	Mgmt	For	For	For
1.3	Elect Director Joseph Lacob	Mgmt	For	For	For
1.4	Elect Director C. Raymond Larkin, Jr.	Mgmt	For	For	For
1.5	Elect Director George J. Morrow	Mgmt	For	For	For
1.6	Elect Director Anne M. Myong	Mgmt	For	For	For
1.7	Elect Director Andrea L. Saia	Mgmt	For	For	For
1.8	Elect Director Susan E. Siegel	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## American Financial Group, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: AFG

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 025932104

Shares Voted: 12,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carl H. Lindner, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director S. Craig Lindner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director John B. Berding	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director James E. Evans	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Terry S. Jacobs	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## American Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Gregory G. Joseph	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Mary Beth Martin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Amy Y. Murray	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Evans N. Nwankwo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director William W. Verity	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director John I. Von Lehman	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

## Annaly Capital Management, Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** NLY  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 035710839

**Shares Voted:** 84,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francine J. Bovich	Mgmt	For	For	For
1b	Elect Director David L. Finkelstein	Mgmt	For	For	For
1c	Elect Director Thomas Hamilton	Mgmt	For	For	For
1d	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1e	Elect Director Michael Haylon	Mgmt	For	For	For
1f	Elect Director Martin Laguerre	Mgmt	For	For	For
1g	Elect Director Eric A. Reeves	Mgmt	For	For	For
1h	Elect Director John H. Schaefer	Mgmt	For	For	For
1i	Elect Director Glenn A. Votek	Mgmt	For	For	For
1j	Elect Director Vicki Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Annaly Capital Management, Inc.

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	Reduce Authorized Common Stock	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.*

## Arrow Electronics, Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** ARW  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 042735100

**Shares Voted:** 11,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William F. Austen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.2	Elect Director Fabian T. Garcia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.3	Elect Director Steven H. Gunby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.4	Elect Director Gail E. Hamilton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.5	Elect Director Andrew C. Kerin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.6	Elect Director Sean J. Kerins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.7	Elect Director Carol P. Lowe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.8	Elect Director Mary T. McDowell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.9	Elect Director Stephen C. Patrick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1.10	Elect Director Gerry P. Smith	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

## Arrow Electronics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Carter's, Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** CRI  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 146229109

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rochester (Rock) Anderson, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Jeffrey H. Black	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Hali Borenstein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Luis Borgen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Michael D. Casey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Jevin S. Eagle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Mark P. Hipp	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director William J. Montgoris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Stacey S. Rauch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Gretchen W. Schar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Stephanie P. Stahl	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

## CBRE Group, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: CBRE

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 12504L109

Shares Voted: 14,599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brandon B. Boze	Mgmt	For	For	For
1b	Elect Director Beth F. Cobert	Mgmt	For	For	For
1c	Elect Director Reginald H. Gilyard	Mgmt	For	For	For
1d	Elect Director Shira D. Goodman	Mgmt	For	For	For
1e	Elect Director E.M. Blake Hutcheson	Mgmt	For	For	For
1f	Elect Director Christopher T. Jenny	Mgmt	For	For	For
1g	Elect Director Gerardo I. Lopez	Mgmt	For	For	For
1h	Elect Director Susan Meaney	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director Robert E. Sulentic	Mgmt	For	For	For
1k	Elect Director Sanjiv Yajnik	Mgmt	For	For	For
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	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.*

## Chubb Limited

Meeting Date: 05/17/2023

Country: Switzerland

Ticker: CB

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: H1467J104

Shares Voted: 19,237

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Allocate Disposable Profit	Mgmt	For	For	For

*Voter Rationale: A vote FOR this routine item is warranted.*

*Voter Rationale: Votes FOR these proposals are warranted due to a lack of concerns.*

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>				
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this item is warranted, as there is no evidence that the board has not fulfilled their fiduciary duties.</i>				
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the special auditor is warranted.</i>				
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
5.2	Elect Director Michael P. Connors	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board.</i>				
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
5.4	Elect Director Kathy Bonanno	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
5.5	Elect Director Nancy K. Buese	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
5.6	Elect Director Sheila P. Burke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
5.7	Elect Director Michael L. Corbat	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
5.8	Elect Director Robert J. Hugin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
5.9	Elect Director Robert W. Scully	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
5.10	Elect Director Theodore E. Shasta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
5.11	Elect Director David H. Sidwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
5.12	Elect Director Olivier Steimer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
5.13	Elect Director Frances F. Townsend	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board.</i>				
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST Evan G. Greenberg as board chair is warranted because he serves as combined CEO/chair.</i>				
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i>				
7.2	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i>				
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i>				
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i>				
9.1	Amend Articles Relating to Swiss Corporate Law Updates	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the proposed article amendments is warranted because they are overall non-contentious in nature and largely reflect amendments in line with the new Swiss statutory requirements.</i>				
9.2	Amend Articles to Advance Notice Period	Mgmt	For	For	For
	<i>Voter Rationale: The proposed time frame for submission of proposals for inclusion on a shareholder meeting agenda is considered reasonable. As such, a vote FOR this resolution is warranted.</i>				
10.1	Cancel Repurchased Shares	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR these resolutions are warranted due to a lack of significant concerns.</i>				
10.2	Reduction of Par Value	Mgmt	For	For	For
	<i>Voter Rationale: Votes FOR these resolutions are warranted due to a lack of significant concerns.</i>				
11.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted because the requested amount is broadly in line with market practice.</i>				
11.2	Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024	Mgmt	For	For	For
	<i>Voter Rationale: As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote FOR this proposal is warranted.</i>				
11.3	Approve Remuneration Report	Mgmt	For	For	For
	<i>Voter Rationale: As the company is reporting as a U.S. domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the U.S. say-on-pay analysis. Accordingly, a vote FOR is warranted.</i>				

## Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	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 for the year under review. Although concern is raised given the largely subjective determination of pay, the CEO's LTI award based on FY22 performance is entirely performance-contingent, subject to multi-year goals.</i>				
13	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.</i>				
14	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted because it would help shareholders better evaluate the company's management of climate-related risks from its underwriting, investment, and insurance activities.</i>				
15	Report on Human Rights Risk Assessment	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted at this time because the company appears to be disclosing relevant information and taking steps to limit its human rights related risks.</i>				

## Cleveland-Cliffs Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** CLF  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 185899101

Shares Voted: 93,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lourenco Goncalves	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Douglas C. Taylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director John T. Baldwin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Robert P. Fisher, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director William K. Gerber	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Susan M. Green	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Ralph S. Michael, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Janet L. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Cleveland-Cliffs Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Gabriel Stolar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Arlene M. Yocum	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

## Crown Castle Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** CCI  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 22822V101

Shares Voted: 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director P. Robert Bartolo	Mgmt	For	For	For
1b	Elect Director Jay A. Brown	Mgmt	For	For	For
1c	Elect Director Cindy Christy	Mgmt	For	For	For
1d	Elect Director Ari Q. Fitzgerald	Mgmt	For	For	For
1e	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1f	Elect Director Tammy K. Jones	Mgmt	For	For	For
1g	Elect Director Anthony J. Melone	Mgmt	For	For	For
1h	Elect Director W. Benjamin Moreland	Mgmt	For	For	For
1i	Elect Director Kevin A. Stephens	Mgmt	For	For	For
1j	Elect Director Matthew Thornton, III	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Charter to Allow Exculpation of Certain Officers	Mgmt	For	For	For

## Enphase Energy, Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** ENPH  
**Record Date:** 03/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 29355A107

## Enphase Energy, Inc.

Shares Voted: 6,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jamie Haenggi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Benjamin Kortlang	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Richard Mora	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

## Everest Re Group, Ltd.

Meeting Date: 05/17/2023

Country: Bermuda

Ticker: RE

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: G3223R108

Shares Voted: 1,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John J. Amore	Mgmt	For	For	For
1.2	Elect Director Juan C. Andrade	Mgmt	For	For	For
1.3	Elect Director William F. Galtney, Jr.	Mgmt	For	For	For
1.4	Elect Director John A. Graf	Mgmt	For	For	For
1.5	Elect Director Meryl Hartzband	Mgmt	For	For	For
1.6	Elect Director Gerri Losquadro	Mgmt	For	For	For
1.7	Elect Director Hazel McNeilage	Mgmt	For	For	For
1.8	Elect Director Roger M. Singer	Mgmt	For	For	For
1.9	Elect Director Joseph V. Taranto	Mgmt	For	For	For
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	Change Company Name to Everest Group, Ltd.	Mgmt	For	For	For

## Fiserv, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: FISV

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 337738108

Shares Voted: 29,416

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano	Mgmt	For	For	For
1.2	Elect Director Henrique de Castro	Mgmt	For	For	For
1.3	Elect Director Harry F. DiSimone	Mgmt	For	For	For
1.4	Elect Director Dylan G. Haggart	Mgmt	For	For	For
1.5	Elect Director Wafaa Mamilli	Mgmt	For	For	For
1.6	Elect Director Heidi G. Miller	Mgmt	For	For	For
1.7	Elect Director Doyle R. Simons	Mgmt	For	For	For
1.8	Elect Director Kevin M. Warren	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	Require Independent Board Chairman	SH	Against	Against	Against

## Foot Locker, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: FL

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 344849104

Shares Voted: 14,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary N. Dillon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Virginia C. Drosos	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Alan D. Feldman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Guillermo G. Marmol	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Darlene Nicosia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Foot Locker, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Steven Oakland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Ulice Payne, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Kimberly Underhill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Tristan Walker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Dona D. Young	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	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Frontier Communications Parent, Inc.

**Meeting Date:** 05/17/2023

**Country:** USA

**Ticker:** FYBR

**Record Date:** 03/21/2023

**Meeting Type:** Annual

**Primary Security ID:** 35909D109

**Shares Voted:** 40,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin L. Beebe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Lisa V. Chang	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Pamela L. Coe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Nick Jeffery	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Stephen C. Pusey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Margaret M. Smyth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Frontier Communications Parent, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director John G. Stratton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Maryann Turcke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Prat Vemana	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

## Halliburton Company

**Meeting Date:** 05/17/2023

**Country:** USA

**Ticker:** HAL

**Record Date:** 03/20/2023

**Meeting Type:** Annual

**Primary Security ID:** 406216101

**Shares Voted:** 41,971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	For	For
1b	Elect Director William E. Albrecht	Mgmt	For	For	For
1c	Elect Director M. Katherine Banks	Mgmt	For	For	For
1d	Elect Director Alan M. Bennett	Mgmt	For	For	For
1e	Elect Director Milton Carroll	Mgmt	For	For	For
1f	Elect Director Earl M. Cummings	Mgmt	For	For	For
1g	Elect Director Murry S. Gerber	Mgmt	For	For	For
1h	Elect Director Robert A. Malone	Mgmt	For	For	For
1i	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1j	Elect Director Bhavesh V. (Bob) Patel	Mgmt	For	For	For
1k	Elect Director Maurice S. Smith	Mgmt	For	For	For
1l	Elect Director Janet L. Weiss	Mgmt	For	For	For
1m	Elect Director Tobi M. Edwards Young	Mgmt	For	For	For
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	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Amend Certificate of Incorporation	Mgmt	For	For	For

# Hess Corporation

Meeting Date: 05/17/2023

Country: USA

Ticker: HES

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: 42809H107

Shares Voted: 12,853

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence J. Checki	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Leonard S. Coleman, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Lisa Glatch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director John B. Hess	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Edith E. Holiday	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Marc S. Lipschultz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Raymond J. McGuire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David McManus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Kevin O. Meyers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Karyn F. Ovelmen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director James H. Quigley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director William G. Schrader	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

## Howmet Aerospace Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: HWM

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 443201108

Shares Voted: 17,009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James F. Albaugh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Amy E. Alving	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Sharon R. Barner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Joseph S. Cantie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Robert F. Leduc	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director David J. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jody G. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director John C. Plant	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Ulrich R. Schmidt	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
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i>				

## ICU Medical, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: ICUI

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 44930G107

## ICU Medical, Inc.

Shares Voted: 3,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vivek Jain	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director George A. Lopez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director David C. Greenberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Elisha W. Finney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director David F. Hoffmeister	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Donald M. Abbey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Laurie Hernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Kolleen T. Kennedy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director William Seeger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	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

## IDEXX Laboratories, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: IDXX

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 45168D104

Shares Voted: 3,850

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



## IDEXX Laboratories, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Lawrence D. Kingsley	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Sophie V. Vandebroek	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

## Invitation Homes, Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** INVH  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 46187W107

Shares Voted: 26,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael D. Fascitelli	Mgmt	For	For	For
1.2	Elect Director Dallas B. Tanner	Mgmt	For	For	For
1.3	Elect Director Jana Cohen Barbe	Mgmt	For	For	For
1.4	Elect Director Richard D. Bronson	Mgmt	For	For	For
1.5	Elect Director Jeffrey E. Kelter	Mgmt	For	For	For
1.6	Elect Director Joseph D. Margolis	Mgmt	For	For	For
1.7	Elect Director John B. Rhea	Mgmt	For	For	For
1.8	Elect Director Janice L. Sears	Mgmt	For	For	For
1.9	Elect Director Frances Aldrich Sevilla-Sacasa	Mgmt	For	For	For
1.10	Elect Director Keith D. Taylor	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment is driven by the value of the CEO's "outperformance" equity award, which the company grants periodically, and which is supplemental to his regular annual LTI awards. Although the award is based on multi-year TSR goals, a "lock-in" feature allows at least a portion of the award to be earned at two different measurement dates, reducing the rigor of the award. Moreover, the FY22 outperformance award was granted one day after the end of the measurement period for his FY19 outperformance award, raising concerns over the use of frequent non-annual equity awards to boost pay opportunities.</i>					

## KBR, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: KBR

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: 48242W106

Shares Voted: 24,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark E. Baldwin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Stuart J. B. Bradie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Lynn A. Dugle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Lester L. Lyles	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director John A. Manzoni	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Wendy M. Masiello	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jack B. Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Ann D. Pickard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Carlos A. Sabater	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Vincent R. Stewart *Withdrawn Resolution*	Mgmt			
	<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

## Lumen Technologies, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: LUMN

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: 550241103

## Lumen Technologies, Inc.

Shares Voted: 44,027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Quincy L. Allen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Martha Helena Bejar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Peter C. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Kevin P. Chilton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Steven T. "Terry" Clontz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director T. Michael Glenn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Kate Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Hal Stanley Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Michael J. Roberts	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Laurie A. Siegel	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	Amend 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

## Molson Coors Beverage Company

Meeting Date: 05/17/2023

Country: USA

Ticker: TAP

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 60871R209

Shares Voted: 8,732

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger G. Eaton	Mgmt	For	For	For

## Molson Coors Beverage Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: A vote FOR Governance Committee member H. Sanford Riley is warranted, with caution, for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Charles M. Herington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Governance Committee member H. Sanford Riley is warranted, with caution, for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director H. Sanford Riley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Governance Committee member H. Sanford Riley is warranted, with caution, for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Mondelez International, Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** MDLZ  
**Record Date:** 03/08/2023      **Meeting Type:** Annual  
**Primary Security ID:** 609207105

**Shares Voted:** 63,226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lewis W.K. Booth	Mgmt	For	For	For
1b	Elect Director Charles E. Bunch	Mgmt	For	For	For
1c	Elect Director Ertharin Cousin	Mgmt	For	For	For
1d	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1e	Elect Director Anindita Mukherjee	Mgmt	For	For	For
1f	Elect Director Jane Hamilton Nielsen	Mgmt	For	For	For
1g	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1h	Elect Director Michael A. Todman	Mgmt	For	For	For
1i	Elect Director Dirk Van de Put	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on 2025 Cage-Free Egg Goal	SH	Against	Against	Against
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Against	Against	Against

## Neurocrine Biosciences, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: NBIX

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 64125C109

Shares Voted: 17,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin C. Gorman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Gary A. Lyons	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Johanna Mercier	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

## Northrop Grumman Corporation

Meeting Date: 05/17/2023

Country: USA

Ticker: NOC

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 666807102

Shares Voted: 6,722

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kathy J. Warden	Mgmt	For	For	For
1.2	Elect Director David P. Abney	Mgmt	For	For	For
1.3	Elect Director Marianne C. Brown	Mgmt	For	For	For
1.4	Elect Director Ann M. Fudge	Mgmt	For	For	For
1.5	Elect Director Madeleine A. Kleiner	Mgmt	For	For	For
1.6	Elect Director Arvind Krishna	Mgmt	For	For	For
1.7	Elect Director Graham N. Robinson	Mgmt	For	For	For
1.8	Elect Director Kimberly A. Ross	Mgmt	For	For	For
1.9	Elect Director Gary Roughead	Mgmt	For	For	For
1.10	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1.11	Elect Director James S. Turley	Mgmt	For	For	For
1.12	Elect Director Mark A. Welsh, III	Mgmt	For	For	For

## Northrop Grumman Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Mary A. Winston	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	For	For	For
6	Report on Congruency of Political Spending with Company Stated Values on Human Rights	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i></p>					
7	Require Independent Board Chair	SH	Against	Against	Against

## NOV Inc.

**Meeting Date:** 05/17/2023

**Country:** USA

**Ticker:** NOV

**Record Date:** 03/20/2023

**Meeting Type:** Annual

**Primary Security ID:** 62955J103

**Shares Voted:** 71,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Clay C. Williams	Mgmt	For	For	For
1b	Elect Director Greg L. Armstrong	Mgmt	For	For	For
1c	Elect Director Marcela E. Donadio	Mgmt	For	For	For
1d	Elect Director Ben A. Guill	Mgmt	For	For	For
1e	Elect Director David D. Harrison	Mgmt	For	For	For
1f	Elect Director Eric L. Mattson	Mgmt	For	For	For
1g	Elect Director William R. Thomas	Mgmt	For	For	For
1h	Elect Director Robert S. Welborn	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Certificate of Incorporation to Provide for Exculpation of Liability of Certain Officers	Mgmt	For	For	For

## Old Dominion Freight Line, Inc.

**Meeting Date:** 05/17/2023

**Country:** USA

**Ticker:** ODFL

**Record Date:** 03/09/2023

**Meeting Type:** Annual

**Primary Security ID:** 679580100

Shares Voted: 4,175

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry A. Aaholm	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director David S. Congdon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director John R. Congdon, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Andrew S. Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Bradley R. Gabosch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Greg C. Gantt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Patrick D. Hanley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director John D. Kasarda	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Wendy T. Stallings	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Thomas A. Stith, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Leo H. Suggs	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

## Option Care Health, Inc.

**Meeting Date:** 05/17/2023

**Country:** USA

**Ticker:** OPCH

**Record Date:** 03/22/2023

**Meeting Type:** Annual

**Primary Security ID:** 68404L201

## Option Care Health, Inc.

Shares Voted: 28,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John J. Arlotta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Elizabeth Q. Betten	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Elizabeth D. Bierbower	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Natasha Deckmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director David W. Golding	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Harry M. Jansen Kraemer, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director R. Carter Pate	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director John C. Rademacher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Nitin Sahney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Timothy P. Sullivan	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

## Pinnacle West Capital Corporation

Meeting Date: 05/17/2023

Country: USA

Ticker: PNW

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 723484101

Shares Voted: 5,260

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



## Pinnacle West Capital Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Gonzalo A. de la Melena, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Richard P. Fox	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Jeffrey B. Guldner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Kathryn L. Munro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Bruce J. Nordstrom	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Paula J. Sims	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director William H. Spence	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Kristine L. Svinicki	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director James E. Trevathan, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director David P. Wagener - Withdrawn	Mgmt			
	<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 Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

## PPL Corporation

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** PPL  
**Record Date:** 02/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 69351T106

**Shares Voted:** 34,073

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arthur P. Beattie	Mgmt	For	For	For

## PPL Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Raja Rajamannar	Mgmt	For	For	For
1c	Elect Director Heather B. Redman	Mgmt	For	For	For
1d	Elect Director Craig A. Rogerson	Mgmt	For	For	For
1e	Elect Director Vincent Sorgi	Mgmt	For	For	For
1f	Elect Director Linda G. Sullivan	Mgmt	For	For	For
1g	Elect Director Natica von Althann	Mgmt	For	For	For
1h	Elect Director Keith H. Williamson	Mgmt	For	For	For
1i	Elect Director Phoebe A. Wood	Mgmt	For	For	For
1j	Elect Director Armando Zagalo de Lima	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	Require Independent Board Chair	SH	Against	Against	Against

## Primerica, Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** PRI  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 74164M108

Shares Voted: 6,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Addison, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Joel M. Babbit	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Amber L. Cottle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Gary L. Crittenden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Cynthia N. Day	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Sanjeev Dheer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Beatriz R. Perez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Primerica, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director D. Richard Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Glenn J. Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Barbara A. Yastine	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

## Quest Diagnostics Incorporated

**Meeting Date:** 05/17/2023

**Country:** USA

**Ticker:** DGX

**Record Date:** 03/20/2023

**Meeting Type:** Annual

**Primary Security ID:** 74834L100

**Shares Voted:** 5,303

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James E. Davis	Mgmt	For	For	For
1.2	Elect Director Luis A. Diaz, Jr.	Mgmt	For	For	For
1.3	Elect Director Tracey C. Doi	Mgmt	For	For	For
1.4	Elect Director Vicky B. Gregg	Mgmt	For	For	For
1.5	Elect Director Wright L. Lassiter, III	Mgmt	For	For	For
1.6	Elect Director Timothy L. Main	Mgmt	For	For	For
1.7	Elect Director Denise M. Morrison	Mgmt	For	For	For
1.8	Elect Director Gary M. Pfeiffer	Mgmt	For	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.10	Elect Director Gail R. Wilensky	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

# Quest Diagnostics Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as many peer companies have set or committed to science-based targets and this proposal may help the company prepare for climate-disclosure regulations.</i></p>					

## R1 RCM Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** RCM  
**Record Date:** 03/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 77634L105

Shares Voted: 24,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradford Kyle Armbruster	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i></p>					
1.2	Elect Director Agnes Bundy Scanlan	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i></p>					
1.3	Elect Director Brian K. Dean	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i></p>					
1.4	Elect Director Jeremy Delinsky	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i></p>					
1.5	Elect Director David M. Dill	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i></p>					
1.6	Elect Director Michael C. Feiner	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i></p>					
1.7	Elect Director Joseph Flanagan	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i></p>					
1.8	Elect Director John B. Henneman, III	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i></p>					

## R1 RCM Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Matthew Holt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i>				
1.10	Elect Director Neal Moszkowski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i>				
1.11	Elect Director Lee Rivas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i>				
1.12	Elect Director Ian Sacks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i>				
1.13	Elect Director Jill Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i>				
1.14	Elect Director Anthony J. Speranzo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i>				
1.15	Elect Director Anthony R. Tersigni	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i>				
1.16	Elect Director Janie Wade	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted. While some concern is raised surrounding limited goal disclosure in the LTI and certain one-time bonuses, the LTI is entirely performance-conditioned and the STI is based on clearly disclosed rigorous goals.</i>				
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	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>				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Reliance Steel & Aluminum Co.

**Meeting Date:** 05/17/2023

**Country:** USA

**Ticker:** RS

**Record Date:** 03/28/2023

**Meeting Type:** Annual

**Primary Security ID:** 759509102

## Reliance Steel & Aluminum Co.

Shares Voted: 10,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lisa L. Baldwin	Mgmt	For	For	For
1b	Elect Director Karen W. Colonias	Mgmt	For	For	For
1c	Elect Director Frank J. Dellaquila	Mgmt	For	For	For
1d	Elect Director James D. Hoffman	Mgmt	For	For	For
1e	Elect Director Mark V. Kaminski	Mgmt	For	For	For
1f	Elect Director Karla R. Lewis	Mgmt	For	For	For
1g	Elect Director Robert A. McEvoy	Mgmt	For	For	For
1h	Elect Director David W. Seeger	Mgmt	For	For	For
1i	Elect Director Douglas W. Stotlar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chairman	SH	Against	Against	Against

## Robert Half International Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: RHI

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 770323103

Shares Voted: 5,053

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julia L. Coronado	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Dirk A. Kempthorne	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Harold M. Messmer, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Marc H. Morial	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Robert J. Pace	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Frederick A. Richman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Robert Half International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director M. Keith Waddell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Marnie H. Wilking	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

## Ross Stores, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: ROST

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 778296103

Shares Voted: 16,090

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director K. Gunnar Bjorklund	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Michael J. Bush	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Edward G. Cannizzaro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Sharon D. Garrett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Michael J. Hartshorn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Stephen D. Milligan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Patricia H. Mueller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director George P. Orban	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Larree M. Renda	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Barbara Rentler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Ross Stores, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Doniel N. Sutton	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

## Southwest Airlines Co.

Meeting Date: 05/17/2023

Country: USA

Ticker: LUV

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 844741108

Shares Voted: 27,504

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David W. Biegler	Mgmt	For	For	For
1b	Elect Director J. Veronica Biggins	Mgmt	For	For	For
1c	Elect Director Douglas H. Brooks	Mgmt	For	For	For
1d	Elect Director Eduardo F. Conrado	Mgmt	For	For	For
1e	Elect Director William H. Cunningham	Mgmt	For	For	For
1f	Elect Director Thomas W. Gilligan	Mgmt	For	For	For
1g	Elect Director David P. Hess	Mgmt	For	For	For
1h	Elect Director Robert E. Jordan	Mgmt	For	For	For
1i	Elect Director Gary C. Kelly	Mgmt	For	For	For
1j	Elect Director Elaine Mendoza	Mgmt	For	For	For
1k	Elect Director John T. Montford	Mgmt	For	For	For
1l	Elect Director Christopher P. Reynolds	Mgmt	For	For	For
1m	Elect Director Ron Ricks	Mgmt	For	For	For
1n	Elect Director Jill A. Soltau	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt Majority Vote Cast to Remove Directors With or Without Cause	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted as the ability to remove directors with or without cause would enhance shareholder rights.*



## Southwest Airlines Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## State Street Corporation

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** STT  
**Record Date:** 03/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 857477103

Shares Voted: 17,028

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick de Saint-Aignan	Mgmt	For	For	For
1b	Elect Director Marie A. Chandoha	Mgmt	For	For	For
1c	Elect Director DonnaLee DeMaio	Mgmt	For	For	For
1d	Elect Director Amelia C. Fawcett	Mgmt	For	For	For
1e	Elect Director William C. Freda	Mgmt	For	For	For
1f	Elect Director Sara Mathew	Mgmt	For	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For	For
1h	Elect Director Ronald P. O'Hanley	Mgmt	For	For	For
1i	Elect Director Sean O'Sullivan	Mgmt	For	For	For
1j	Elect Director Julio A. Portalatin	Mgmt	For	For	For
1k	Elect Director John B. Rhea	Mgmt	For	For	For
1l	Elect Director Gregory L. Summe	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Report on Asset Management Policies and Diversified Investors	SH	Against	Against	Against

## The Boston Beer Company, Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** SAM  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 100557107

## The Boston Beer Company, Inc.

Shares Voted: 1,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Meghan V. Joyce	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jean-Michel Valette, Meghan Joyce, and Michael Spillane for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
1.2	Elect Director Michael Spillane	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jean-Michel Valette, Meghan Joyce, and Michael Spillane for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
1.3	Elect Director Jean-Michel Valette	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jean-Michel Valette, Meghan Joyce, and Michael Spillane for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, with caution. Some concerns are raised by the somewhat limited disclosure in the annual and long-term incentive programs, as well as the decision to adjust performance goals for mid-flight bonus awards with limited rationale. However, these concerns are mitigated as CEO Burwick remained subject to the unadjusted annual incentive objectives, earning no award payout in line with company performance. Moreover, annual and long-term incentives were sufficiently performance-based.</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</i>				

## The Hartford Financial Services Group, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: HIG

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 416515104

Shares Voted: 14,691

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry D. De Shon	Mgmt	For	For	For
1b	Elect Director Carlos Dominguez	Mgmt	For	For	For
1c	Elect Director Trevor Fetter	Mgmt	For	For	For
1d	Elect Director Donna A. James	Mgmt	For	For	For
1e	Elect Director Kathryn A. Mikells	Mgmt	For	For	For
1f	Elect Director Edmund Reese	Mgmt	For	For	For
1g	Elect Director Teresa Wynn Roseborough	Mgmt	For	For	For
1h	Elect Director Virginia P. Ruesterholz	Mgmt	For	For	For
1i	Elect Director Christopher J. Swift	Mgmt	For	For	For
1j	Elect Director Matthew E. Winter	Mgmt	For	For	For
1k	Elect Director Greig Woodring	Mgmt	For	For	For

## The Hartford Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	Against

## Travel + Leisure Co.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** TNL  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 894164102

Shares Voted: 14,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Louise F. Brady	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Michael D. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director James E. Buckman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director George Herrera	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Stephen P. Holmes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Lucinda C. Martinez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Denny Marie Post	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Ronald L. Rickles	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Michael H. Wargotz	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

## Universal Health Services, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: UHS

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: 913903100

Shares Voted: 2,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Nina Chen-Langenmayr	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	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>					
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Verisk Analytics, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: VRSK

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 92345Y106

Shares Voted: 7,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent K. Brooks	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Jeffrey Dailey	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Wendy Lane	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Lee M. Shavel	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Kimberly S. Stevenson	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Olumide Soroye	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

## Vertex Pharmaceuticals Incorporated

Meeting Date: 05/17/2023

Country: USA

Ticker: VRTX

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: 92532F100

Shares Voted: 11,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sangeeta Bhatia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Lloyd Carney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Alan Garber	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Terrence Kearney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Reshma Kewalramani	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Jeffrey Leiden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Diana McKenzie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Bruce Sachs	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Suketu Upadhyay	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

## Watts Water Technologies, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: WTS

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: 942749102

Shares Voted: 4,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher L. Conway	Mgmt	For	Refer	For

# Watts Water Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members W. Craig Kissel, Christopher Conway, Michael Dubose, David Dunbar, Louise Goeser, Merilee Raines, and Joseph Reitmeier for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
1.2	Elect Director Michael J. Dubose	Mgmt	For	Refer	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members W. Craig Kissel, Christopher Conway, Michael Dubose, David Dunbar, Louise Goeser, Merilee Raines, and Joseph Reitmeier for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
1.3	Elect Director David A. Dunbar	Mgmt	For	Refer	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members W. Craig Kissel, Christopher Conway, Michael Dubose, David Dunbar, Louise Goeser, Merilee Raines, and Joseph Reitmeier for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
1.4	Elect Director Louise K. Goeser	Mgmt	For	Refer	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members W. Craig Kissel, Christopher Conway, Michael Dubose, David Dunbar, Louise Goeser, Merilee Raines, and Joseph Reitmeier for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
1.5	Elect Director W. Craig Kissel	Mgmt	For	Refer	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members W. Craig Kissel, Christopher Conway, Michael Dubose, David Dunbar, Louise Goeser, Merilee Raines, and Joseph Reitmeier for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
1.6	Elect Director Joseph T. Noonan	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members W. Craig Kissel, Christopher Conway, Michael Dubose, David Dunbar, Louise Goeser, Merilee Raines, and Joseph Reitmeier for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Robert J. Pagano, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members W. Craig Kissel, Christopher Conway, Michael Dubose, David Dunbar, Louise Goeser, Merilee Raines, and Joseph Reitmeier for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>				
1.8	Elect Director Merilee Raines	Mgmt	For	Refer	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members W. Craig Kissel, Christopher Conway, Michael Dubose, David Dunbar, Louise Goeser, Merilee Raines, and Joseph Reitmeier for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
1.9	Elect Director Joseph W. Reitmeier	Mgmt	For	Refer	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members W. Craig Kissel, Christopher Conway, Michael Dubose, David Dunbar, Louise Goeser, Merilee Raines, and Joseph Reitmeier for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>				
3	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.</i>				
4	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability.</i>				
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				

## Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/17/2023

Country: USA

Ticker: WAB

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 929740108

Shares Voted: 8,396

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rafael Santana	Mgmt	For	For	For
1b	Elect Director Lee C. Banks	Mgmt	For	For	For
1c	Elect Director Byron S. Foster	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Willis Towers Watson Public Limited Company

Meeting Date: 05/17/2023

Country: Ireland

Ticker: WTW

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: G96629103

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	For	For	For
1b	Elect Director Fumbi Chima	Mgmt	For	For	For
1c	Elect Director Stephen Chipman	Mgmt	For	For	For
1d	Elect Director Michael Hammond	Mgmt	For	For	For
1e	Elect Director Carl Hess	Mgmt	For	For	For
1f	Elect Director Jacqueline Hunt	Mgmt	For	For	For
1g	Elect Director Paul Reilly	Mgmt	For	For	For
1h	Elect Director Michelle Swanback	Mgmt	For	For	For
1i	Elect Director Paul Thomas	Mgmt	For	For	For
1j	Elect Director Fredric Tomczyk	Mgmt	For	For	For
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the 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

## Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

## Wingstop Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** WING  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 974155103

Shares Voted: 5,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lynn Crump-Caine	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent governance committee member Lynn Crump-Caine given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Wesley S. McDonald	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent governance committee member Lynn Crump-Caine given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Anna (Ania) M. Smith	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent governance committee member Lynn Crump-Caine given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
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 and performance are reasonably aligned and no significant concerns were identified at this time.</i>				

## XPO, Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** XPO  
**Record Date:** 03/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** 983793100

Shares Voted: 20,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brad Jacobs	Mgmt	For	For	For



## XPO, 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>				
1.2	Elect Director Jason Aiken	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Bella Allaire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Wes Frye	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Mario Harik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Michael Jesselson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Allison Landry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Irene Moshouris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Johnny C. Taylor, Jr.	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	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. While the compensation committee sufficiently responded to last year's low say-on-pay vote, an unmitigated pay-for-performance misalignment is present for the year in review. First, concerns are raised regarding two highly paid executives, with the new CEO's pay and the executive chairman's compensation each outpacing the compensation of CEO peers. This is particularly concerning given above-median benchmarking concerns. Additionally, certain LTI awards maintained relatively short performance periods and concerns are raised regarding the structure of the CEO's promotion grant. Lastly, the company converted prior performance awards to RSUs in connection with the spin-off, resulting in significant value to NEOs without the achievement of performance criteria.</i>				

## Acadia Healthcare Company, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: ACHC

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: 00404A109

Shares Voted: 16,500

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

## Acadia Healthcare Company, Inc.

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

## Advanced Micro Devices, Inc.

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** AMD  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 007903107

Shares Voted: 74,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Mark Durcan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael P. Gregoire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Joseph A. Householder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director John W. Marren	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jon A. Olson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Lisa T. Su	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Abhi Y. Talwalkar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Elizabeth W. Vanderslice	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	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

## Altria Group, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: MO

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 02209S103

Shares Voted: 82,895

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ian L.T. Clarke	Mgmt	For	For	For
1b	Elect Director Marjorie M. Connelly	Mgmt	For	For	For
1c	Elect Director R. Matt Davis	Mgmt	For	For	For
1d	Elect Director William F. Gifford, Jr.	Mgmt	For	For	For
1e	Elect Director Jacinto J. Hernandez	Mgmt	For	For	For
1f	Elect Director Debra J. Kelly-Ennis	Mgmt	For	For	For
1g	Elect Director Kathryn B. McQuade	Mgmt	For	For	For
1h	Elect Director George Munoz	Mgmt	For	For	For
1i	Elect Director Nabil Y. Sakkab	Mgmt	For	For	For
1j	Elect Director Virginia E. Shanks	Mgmt	For	For	For
1k	Elect Director Ellen R. Strahlman	Mgmt	For	For	For
1l	Elect Director M. Max Yzaguirre	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against	Against
6	Report on Third-Party Civil Rights Audit	SH	Against	For	For

*Voter Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Altria's efforts to address the issue of any inequality in its business operations.*

## Amphenol Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: APH

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 03209S101

Shares Voted: 27,580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For	For
1.2	Elect Director David P. Falck	Mgmt	For	For	For

## Amphenol Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Edward G. Jepsen	Mgmt	For	For	For
1.4	Elect Director Rita S. Lane	Mgmt	For	For	For
1.5	Elect Director Robert A. Livingston	Mgmt	For	For	For
1.6	Elect Director Martin H. Loeffler	Mgmt	For	For	For
1.7	Elect Director R. Adam Norwitt	Mgmt	For	For	For
1.8	Elect Director Prahlad Singh	Mgmt	For	For	For
1.9	Elect Director Anne Clarke Wolff	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Political Contributions and Expenditures	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted, as increased disclosure of the company's indirect political contributions through trade associations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.*

## AT&T Inc.

**Meeting Date:** 05/18/2023

**Country:** USA

**Ticker:** T

**Record Date:** 03/20/2023

**Meeting Type:** Annual

**Primary Security ID:** 00206R102

**Shares Voted:** 329,762

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Glenn H. Hutchins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director William E. Kennard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Stephen J. Luczo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Michael B. McCallister	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Beth E. Mooney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

# AT&T Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Matthew K. Rose	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director John T. Stankey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Cynthia B. Taylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Luis A. Ubinas	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	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as shareholders would benefit from the continuation of independent oversight in the form of an independent chair. While there are no particular concerns at this time with respect to the company's governance practices, the separation of the CEO and chair roles, without a commitment to maintain an independent chair carries the potential for a confusing and cumbersome multi-headed leadership structure. In addition, the company's share performance has underperformed peers and the broader market over the long-term.</i>				
6	Commission Third Party Racial Equity Audit	SH	Against	Against	Against

# CDW Corporation

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** CDW  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 12514G108

Shares Voted: 6,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	For	For	For
1b	Elect Director James A. Bell	Mgmt	For	For	For
1c	Elect Director Lynda M. Clarizio	Mgmt	For	For	For
1d	Elect Director Anthony R. Foxx	Mgmt	For	For	For
1e	Elect Director Marc E. Jones	Mgmt	For	For	For
1f	Elect Director Christine A. Leahy	Mgmt	For	For	For
1g	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1h	Elect Director David W. Nelms	Mgmt	For	For	For
1i	Elect Director Joseph R. Swedish	Mgmt	For	For	For
1j	Elect Director Donna F. Zarcone	Mgmt	For	For	For

## CDW Corporation

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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Provide Right to Call Special Meeting	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

## Choice Hotels International, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: CHH

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 169905106

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian B. Bainum	Mgmt	For	For	For
1.2	Elect Director Stewart W. Bainum, Jr.	Mgmt	For	For	For
1.3	Elect Director William L. Jews	Mgmt	For	For	For
1.4	Elect Director Monte J.M. Koch	Mgmt	For	For	For
1.5	Elect Director Liza K. Landsman	Mgmt	For	For	For
1.6	Elect Director Patrick S. Pacious	Mgmt	For	For	For
1.7	Elect Director Ervin R. Shames	Mgmt	For	For	For
1.8	Elect Director Gordon A. Smith	Mgmt	For	For	For
1.9	Elect Director Maureen D. Sullivan	Mgmt	For	For	For
1.10	Elect Director John P. Tague	Mgmt	For	For	For
1.11	Elect Director Donna F. Vieira	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST this proposal is warranted due to an unmitigated pay-for-performance misalignment. The sharp increase in CEO pay was primarily driven by sizable equity awards, majority which lack performance conditions. In addition, the CEO is eligible to a relatively high target bonus opportunity.</i></p>					
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

# Columbia Banking System, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: COLB

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 197236102

Shares Voted: 37,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cort L. O'Haver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Craig D. Eerkes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Mark A. Finkelstein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Eric S. Forrest	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Peggy Y. Fowler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Randal L. Lund	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Luis M. Machuca	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director S. Mae Fujita Numata	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Maria M. Pope	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director John F. Schultz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Elizabeth W. Seaton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Clint E. Stein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Hilliard C. Terry, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Andria Varnado	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

Meeting Date: 05/18/2023

Country: USA

Ticker: CVS

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 126650100

Shares Voted: 60,777

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Jeffrey R. Balsler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director C. David Brown, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Alecia A. DeCoudreaux	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Nancy-Ann M. DeParle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Anne M. Finucane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Edward J. Ludwig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Karen S. Lynch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Jean-Pierre Millon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Mary L. Schapiro	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	Adopt a Paid Sick Leave Policy	SH	Against	Against	Against
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i>				
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against



## CVS Health 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	Against	Against
9	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against	Against

## DexCom, Inc.

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** DXCM  
**Record Date:** 03/29/2023      **Meeting Type:** Annual  
**Primary Security ID:** 252131107

Shares Voted: 17,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven R. Altman	Mgmt	For	For	For
1.2	Elect Director Richard A. Collins	Mgmt	For	For	For
1.3	Elect Director Karen Dahut	Mgmt	For	For	For
1.4	Elect Director Mark G. Foletta	Mgmt	For	For	For
1.5	Elect Director Barbara E. Kahn	Mgmt	For	For	For
1.6	Elect Director Kyle Malady	Mgmt	For	For	For
1.7	Elect Director Eric J. Topol	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Median Gender/Racial Pay Gap	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the unadjusted median pay gap statistics that would allow them to assess the company's risks and opportunities pertaining to gender and racial pay equity.*

## Euronet Worldwide, Inc.

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** EEFT  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 298736109

Shares Voted: 8,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ligia Torres Fentanes	Mgmt	For	For	For

## Euronet Worldwide, 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>				
1.2	Elect Director Andrzej Olechowski	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

## Gentex Corporation

**Meeting Date:** 05/18/2023

**Country:** USA

**Ticker:** GNTX

**Record Date:** 03/20/2023

**Meeting Type:** Annual

**Primary Security ID:** 371901109

**Shares Voted:** 42,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Leslie Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Garth Deur	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Steve Downing	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Gary Goode	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Richard Schaum	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Kathleen Starkoff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Brian Walker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Ling Zang	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	None	One Year	One Year

Meeting Date: 05/18/2023

Country: USA

Ticker: HOG

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 412822108

Shares Voted: 24,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Troy Alstead	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Norman Thomas Linebarger, Jared Dourdeville, Sara Levinson, and Maryrose Sylvester due to inadequate responsiveness following last year's failed say-on-pay vote. A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Jared D. Dourdeville	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Norman Thomas Linebarger, Jared Dourdeville, Sara Levinson, and Maryrose Sylvester due to inadequate responsiveness following last year's failed say-on-pay vote. A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director James D. Farley, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Norman Thomas Linebarger, Jared Dourdeville, Sara Levinson, and Maryrose Sylvester due to inadequate responsiveness following last year's failed say-on-pay vote. A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Allan Golston	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Norman Thomas Linebarger, Jared Dourdeville, Sara Levinson, and Maryrose Sylvester due to inadequate responsiveness following last year's failed say-on-pay vote. A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Sara L. Levinson	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Norman Thomas Linebarger, Jared Dourdeville, Sara Levinson, and Maryrose Sylvester due to inadequate responsiveness following last year's failed say-on-pay vote. A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Norman Thomas Linebarger	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Norman Thomas Linebarger, Jared Dourdeville, Sara Levinson, and Maryrose Sylvester due to inadequate responsiveness following last year's failed say-on-pay vote. A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Rafeh Masood	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Norman Thomas Linebarger, Jared Dourdeville, Sara Levinson, and Maryrose Sylvester due to inadequate responsiveness following last year's failed say-on-pay vote. A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Maryrose Sylvester	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Norman Thomas Linebarger, Jared Dourdeville, Sara Levinson, and Maryrose Sylvester due to inadequate responsiveness following last year's failed say-on-pay vote. A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Jochen Zeitz	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Norman Thomas Linebarger, Jared Dourdeville, Sara Levinson, and Maryrose Sylvester due to inadequate responsiveness following last year's failed say-on-pay vote. A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. The compensation committee did not demonstrate sufficient responsiveness to the failed say-on-pay vote in 2022. In addition, total CEO pay more than tripled year-over-year due to a special equity award. Although the grant was entirely performance-based, it is unclear if the grant is meant to cover multiple years of pay and the value is viewed as outsized. Furthermore, several concerns are noted in regard to the incentive plans, including a relatively high CEO base salary, a discretionary increase to the STI result, annual performance periods applied to regular LTI grants, and the potential for above-median benchmarking.</i>				

## Harley-Davidson, Inc.

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
	<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>				
4	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>				

## Hasbro, Inc.

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** HAS  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 418056107

Shares Voted: 6,009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael R. Burns	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Hope F. Cochran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Christian P. Cocks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Lisa Gersh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Elizabeth Hamren	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Blake Jorgensen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Tracy A. Leinbach	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Laurel J. Richie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Richard S. Stoddart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Mary Beth West	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Linda Zecher Higgins	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

## Hasbro, Inc.

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	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Hilton Worldwide Holdings Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: HLT

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 43300A203

Shares Voted: 12,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Jonathan D. Gray	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Charlene T. Begley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Chris Carr	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Melanie L. Healey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Raymond E. Mabus, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Judith A. McHale	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Elizabeth A. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Douglas M. Steenland	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

## Host Hotels & Resorts, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: HST

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 44107P104

## Host Hotels & Resorts, Inc.

Shares Voted: 33,133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary L. Baglivo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Herman E. Bulls	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Diana M. Laing	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Richard E. Marriott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Walter C. Rakowich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director James F. Risoleo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Gordon H. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director A. William Stein	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

## IDACORP, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: IDA

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: 451107106

Shares Voted: 9,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Odette C. Bolano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Richard J. Dahl	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## IDACORP, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Annette G. Elg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Lisa A. Grow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Ronald W. Jibson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Judith A. Johansen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Dennis L. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Nate R. Jorgensen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Jeff C. Kinneveauk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Susan D. Morris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Richard J. Navarro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Mark T. Peters	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

## Inari Medical, Inc.

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** NARI  
**Record Date:** 03/22/2023      **Meeting Type:** Annual

**Primary Security ID:** 45332Y109

**Shares Voted:** 8,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cynthia Lucchese	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent governance committee members Cynthia Lucchese and Jonathan (Jon) Root given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee is warranted.</i>				

## Inari Medical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Jonathan Root	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent governance committee members Cynthia Lucchese and Jonathan (Jon) Root given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee is warranted.</i>				
1.3	Elect Director Robert Warner	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent governance committee members Cynthia Lucchese and Jonathan (Jon) Root given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee is warranted.</i>				
2	Ratify BDO USA, 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: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time</i>				

## Lear Corporation

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** LEA  
**Record Date:** 03/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 521865204

Shares Voted: 10,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mei-Wei Cheng	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Jonathan F. Foster	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Bradley M. Halverson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Mary Lou Jepsen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Roger A. Krone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Patricia L. Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Kathleen A. Ligocki	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Conrad L. Mallett, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Lear Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Raymond E. Scott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Gregory C. Smith	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

## Lennox International Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: LII

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: 526107107

Shares Voted: 5,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janet K. Cooper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John W. Norris, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Karen H. Quintos	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Shane D. Wall	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

## Life Storage, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: LSI

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 53223X107

## Life Storage, Inc.

Shares Voted: 15,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark G. Barberio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Joseph V. Saffire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Stephen R. Rusmisl	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Arthur L. Havener, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Dana Hamilton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Edward J. Pettinella	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director David L. Rogers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Susan Harnett	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

## Marsh & McLennan Companies, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: MMC

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 571748102

Shares Voted: 22,941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director John Q. Doyle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Hafize Gaye Erkan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Oscar Fanjul	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director H. Edward Hanway	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Judith Hartmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Tamara Ingram	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Jane H. Lute	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Steven A. Mills	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Bruce P. Nolop	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Morton O. Schapiro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Lloyd M. Yates	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Ray G. Young	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A qualitative review of incentive pay programs reveals mostly positive features, though certain aspects of disclosure could be improved. However, there are significant concerns regarding the committee's decision to amend the CEO's outstanding PSU awards in connection with his announced retirement. This discretionary decision provides more favorable vesting treatment of his outstanding awards and resulted in an incremental value disclosure of more than \$7 million and total CEO pay that is outsized at more than \$32 million. Recent enhancements to retirement benefits are considered a problematic practice and the committee has not disclosed a compelling rationale. In light of this concern, a vote AGAINST this proposal is warranted.</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

## NextEra Energy, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: NEE

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: 65339F101

## NextEra Energy, Inc.

Shares Voted: 91,932

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	For	For	For
1b	Elect Director Sherry S. Barrat	Mgmt	For	For	For
1c	Elect Director James L. Camaren	Mgmt	For	For	For
1d	Elect Director Kenneth B. Dunn	Mgmt	For	For	For
1e	Elect Director Naren K. Gursahaney	Mgmt	For	For	For
1f	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1g	Elect Director John W. Ketchum	Mgmt	For	For	For
1h	Elect Director Amy B. Lane	Mgmt	For	For	For
1i	Elect Director David L. Porges	Mgmt	For	For	For
1j	Elect Director Deborah "Dev" Stahlkopf	Mgmt	For	For	For
1k	Elect Director John A. Stall	Mgmt	For	For	For
1l	Elect Director Darryl L. Wilson	Mgmt	For	For	For
2	Ratify Deloitte & Touche 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	Disclose Board Skills and Diversity Matrix	SH	Against	For	For

*Voter Rationale: A vote FOR this resolution is warranted for the following reasons: - A board matrix would enhance transparency and would provide shareholders with a better tool to assess the quality of NextEra's board and to evaluate its director nominees; and - A growing number of large companies are providing a board skills matrix.*

## OGE Energy Corp.

Meeting Date: 05/18/2023

Country: USA

Ticker: OGE

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 670837103

Shares Voted: 36,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Frank A. Bozich	Mgmt	For	For	For
1b	Elect Director Peter D. Clarke	Mgmt	For	For	For
1c	Elect Director Cathy R. Gates	Mgmt	For	For	For
1d	Elect Director David L. Hauser	Mgmt	For	For	For
1e	Elect Director Luther C. Kissam, IV	Mgmt	For	For	For
1f	Elect Director Judy R. McReynolds	Mgmt	For	For	For

## OGE Energy Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director David E. Rainbolt	Mgmt	For	For	For
1h	Elect Director J. Michael Sanner	Mgmt	For	For	For
1i	Elect Director Sheila G. Talton	Mgmt	For	For	For
1j	Elect Director Sean Trauschke	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Supermajority Vote Requirement	Mgmt	For	For	For

## ON Semiconductor Corporation

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** ON  
**Record Date:** 03/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 682189105

Shares Voted: 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Atsushi Abe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Alan Campbell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Susan K. Carter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Thomas L. Deitrich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Hassane El-Khoury	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Bruce E. Kiddoo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Paul A. Mascarenas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Gregory Waters	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Christine Y. Yan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## ON Semiconductor Corporation

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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## O'Reilly Automotive, Inc.

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** ORLY  
**Record Date:** 03/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** 67103H107

Shares Voted: 2,890

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David O'Reilly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
1b	Elect Director Larry O'Reilly	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Fred Whitfield is warranted due to poor attendance. A vote FOR the remaining director nominees is warranted</i>				
1c	Elect Director Greg Henslee	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Fred Whitfield is warranted due to poor attendance. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Jay D. Burchfield	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Fred Whitfield is warranted due to poor attendance. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Thomas T. Hendrickson	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Fred Whitfield is warranted due to poor attendance. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director John R. Murphy	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Fred Whitfield is warranted due to poor attendance. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Dana M. Perlmán	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Fred Whitfield is warranted due to poor attendance. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Maria A. Sastre	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Fred Whitfield is warranted due to poor attendance. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Andrea M. Weiss	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Fred Whitfield is warranted due to poor attendance. A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director Fred Whitfield	Mgmt	For	For	Against
	<i>Voter Rationale: A vote AGAINST Fred Whitfield is warranted due to poor attendance.</i>				

## O'Reilly Automotive, 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
	<i>Voter Rationale: After a review of the company's compensation program and practices, it is determined that pay and performance are reasonably aligned at this time; therefore, a vote FOR this proposal is warranted. That being said, equity awards are entirely time-vesting for the CEO. In this case, however, the CEO's LTI grant value is modest and not considered excessive, mitigating concerns.</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.</i>				
4	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>				
5	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: Company performance has been robust over the long-term, all key board committees are independent, there are no concerns regarding the company's governance practices, and the board has adopted an independent lead director role with clearly delineated duties. That being said, although the current board leadership structure has been effective, the appointment of an independent board chair at the next board leadership transition would simplify and streamline the board leadership structure while also providing the greatest form of independent oversight. Given the precatory nature of this proposal and discretion afforded to the board to implement this policy whenever possible, a vote FOR this proposal is warranted.</i>				

## Otis Worldwide Corporation

**Meeting Date:** 05/18/2023

**Country:** USA

**Ticker:** OTIS

**Record Date:** 03/20/2023

**Meeting Type:** Annual

**Primary Security ID:** 68902V107

**Shares Voted:** 19,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey H. Black	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Nelda J. Connors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Christopher J. Kearney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Judith F. Marks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Harold W. McGraw, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Otis Worldwide Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director John H. Walker	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	Require Independent Board Chair	SH	Against	Against	Against

## PG&E Corporation

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** PCG  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 69331C108

Shares Voted: 74,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl F. Campbell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Kerry W. Cooper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Arno L. Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Carlos M. Hernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Michael R. Niggli	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Benjamin F. 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	Against	Against
	<i>Voter Rationale: The STI and LTI programs utilize nineteen metrics altogether, which raises concerns around pay program complexity and the ability to incentivize for specific performance. The proxy lacks disclosures on the assessments related to the new STI individual performance modifier. With respect to LTI awards, it is positive that the entirety of NEOs' LTI was performance-conditioned with multi-year goals. However, the targeting of median performance for the relative TSR metric is not considered rigorous and the proxy does not disclose a vesting cap in the event of negative absolute TSR. Moreover, the company made mid-cycle goal changes to 2021 LTI awards, the rationale for which is not considered compelling. In light of these concerns, a vote AGAINST this proposal is warranted.</i>				



## PG&E Corporation

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 Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Rayonier Inc.

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** RYN  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 754907103

**Shares Voted:** 26,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dod A. Fraser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Keith E. Bass	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Gregg A. Gonsalves	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Scott R. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director V. Larkin Martin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Meridee A. Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Ann C. Nelson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David L. Nunes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Matthew J. Rivers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Andrew G. Wiltshire	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 Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young, LLP as Auditors	Mgmt	For	For	For

## Repligen Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: RGEN

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 759916109

Shares Voted: 9,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tony J. Hunt	Mgmt	For	For	For
1b	Elect Director Karen A. Dawes	Mgmt	For	For	For
1c	Elect Director Nicolas M. Barthelemy	Mgmt	For	For	For
1d	Elect Director Carrie Eglinton Manner	Mgmt	For	For	For
1e	Elect Director Konstantin Konstantinov	Mgmt	For	For	For
1f	Elect Director Martin D. Madaus	Mgmt	For	For	For
1g	Elect Director Rohin Mhatre	Mgmt	For	For	For
1h	Elect Director Glenn P. Muir	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Permit Board to Amend Bylaws Without Shareholder Consent	Mgmt	For	For	For
6	Provide Proxy Access Right	Mgmt	For	For	For

## Sealed Air Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: SEE

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 81211K100

Shares Voted: 6,660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elizabeth M. Adefioye	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Zubaid Ahmad	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Kevin C. Berryman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Francoise Colpron	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Sealed Air Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Edward L. Doheny, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Clay M. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Henry R. Keizer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Harry A. Lawton, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Suzanne B. Rowland	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

## Southwestern Energy Company

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** SWN  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 845467109

Shares Voted: 199,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John D. Gass	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director S.P. "Chip" Johnson, IV	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Catherine A. Kehr	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Greg D. Kerley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jon A. Marshall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Patrick M. Prevost	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Anne Taylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Southwestern Energy Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Denis J. Walsh, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William J. Way	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
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 20%	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	Mgmt	For	For	For
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## Synchrony Financial

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** SYF  
**Record Date:** 03/23/2023      **Meeting Type:** Annual  
**Primary Security ID:** 87165B103

**Shares Voted:** 20,799

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Doubles	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1b	Elect Director Fernando Aguirre	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1c	Elect Director Paget L. Alves	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1d	Elect Director Kamila Chytil	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1e	Elect Director Arthur W. Coviello, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1f	Elect Director Roy A. Guthrie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1g	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				

## Synchrony Financial

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director P.W. "Bill" Parker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1i	Elect Director Laurel J. Richie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1j	Elect Director Ellen M. Zane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Terex Corporation

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** TEX  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 880779103

Shares Voted: 12,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paula H. J. Cholmondeley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Donald DeFosset	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director John L. Garrison, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Thomas J. Hansen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Sandie O'Connor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Christopher Rossi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Andra Rush	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David A. Sachs	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

## The Charles Schwab Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: SCHW

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 808513105

Shares Voted: 70,587

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For	For
1b	Elect Director Frank C. Herringer	Mgmt	For	For	For
1c	Elect Director Gerri K. Martin-Flickinger	Mgmt	For	For	For
1d	Elect Director Todd M. Ricketts	Mgmt	For	For	For
1e	Elect Director Carolyn Schwab-Pomerantz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Gender/Racial Pay Gap	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's initiatives to encourage diversity, inclusion, and non-discriminatory treatment.</i></p>					
6	Report on Risks Related to Discrimination Against Individuals Including Political Views	SH	Against	Against	Against

## The Home Depot, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: HD

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 437076102

Shares Voted: 47,392

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Ari Bousbib	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director Jeffery H. Boyd	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					

# The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director J. Frank Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Albert P. Carey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Edward P. Decker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Linda R. Gooden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Wayne M. Hewett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Manuel Kadre	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Paula Santilli	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Caryn Seidman-Becker	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	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted given that a reduction in the ownership threshold would provide a more meaningful written consent right for shareholders.</i>				
6	Require Independent Board Chair	SH	Against	Against	Against
7	Report on Political Expenditures Congruence	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>				
8	Rescind 2022 Racial Equity Audit Proposal	SH	Against	Against	Against
9	Encourage Senior Management Commitment to Avoid Political Speech	SH	Against	Against	Against

# Union Pacific Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: UNP

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 907818108

Shares Voted: 28,488

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. DeLaney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director David B. Dillon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Sheri H. Edison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Teresa M. Finley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Lance M. Fritz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jane H. Lute	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Michael R. McCarthy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Jose H. Villarreal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Christopher J. Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
7	Adopt a Paid Sick Leave Policy	SH	Against	Against	Against



# Vornado Realty Trust

Meeting Date: 05/18/2023

Country: USA

Ticker: VNO

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 929042109

Shares Voted: 29,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven Roth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Candace K. Beinecke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Michael D. Fascitelli	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Beatrice Hamza Bassey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director William W. Helman, IV	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director David M. Mandelbaum	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Raymond J. McGuire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Mandakini Puri	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Daniel R. Tisch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Russell B. Wight, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted due to an unmitigated pay-for-performance misalignment. There are continuing concerns regarding the annual bonus and LTI structure. Although bonus pool funding is largely formulaic, payouts are discretionarily determined and the proxy lacks key disclosures, such as per-metric weightings, pre-set threshold/target/maximum goals and, for the CEO, a target payout opportunity. Concerns over discretionary determinations are exacerbated as the CEO's STI payout nearly doubled year-over-year amid sharply negative TSR and generally poor earnings performance. Moreover, half of performance-conditioned equity utilizes relative metrics which merely target the median and the remaining half is primarily earned based on annual performance. The fact that closing-cycle awards continue to be forfeited due to company performance does not sufficiently mitigate these structural concerns.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

# Vornado Realty Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Omnibus Stock Plan	Mgmt	For	Against	Against
<p><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 estimated duration of available and proposed shares exceeds six years. * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary). * The plan allows broad discretion to accelerate vesting.</i></p>					

# Xylem Inc.

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** XYL  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 98419M100

Shares Voted: 8,305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Patrick K. Decker	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director Earl R. Ellis	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director Robert F. Friel	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1e	Elect Director Victoria D. Harker	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1f	Elect Director Steven R. Loranger	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1g	Elect Director Mark D. Morelli	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1h	Elect Director Jerome A. Peribere	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1i	Elect Director Lila Tretikov	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1j	Elect Director Uday Yadav	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Xylem Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Require Independent Board Chair	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted as shareholders would benefit from a policy providing for independent oversight in the form of an independent chair. Although the board is currently led by an independent chair, the company's Corporate Governance Principles do not provide for the appointment of a lead independent director in the event that a non-independent director is appointed as board chair.</i></p>					

## Yum! Brands, Inc.

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** YUM  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 988498101

Shares Voted: 13,072

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paget L. Alves	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1b	Elect Director Keith Barr	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1c	Elect Director Christopher M. Connor	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1d	Elect Director Brian C. Cornell	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1e	Elect Director Tanya L. Domier	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1f	Elect Director David W. Gibbs	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1g	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1h	Elect Director Thomas C. Nelson	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1i	Elect Director P. Justin Skala	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
1j	Elect Director Annie Young-Scrivner	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p>					
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

## Yum! Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to reduce its plastics use by shifting away from single-use packaging more aggressively would allow shareholders to better assess the company's related risk management.</i>					
6	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>					
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
8	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i>					
9	Report on Paid Sick Leave	SH	Against	Against	Against

## Zoetis Inc.

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** ZTS  
**Record Date:** 03/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 98978V103

**Shares Voted:** 21,575

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Vanessa Broadhurst	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Michael B. McCallister	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Gregory Norden	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Louise M. Parent	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director Kristin C. Peck	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1h	Elect Director Robert W. Scully	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					

## Zoetis Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted. This shareholder proposal includes a 10 percent ownership threshold which shareholders may view as a more reasonable threshold than the 25 percent threshold proposed by the board in Item 4. This proposal would also represent an improvement to shareholder rights, as shareholders do not currently have the right to call special meetings.*

## Amgen Inc.

**Meeting Date:** 05/19/2023      **Country:** USA      **Ticker:** AMGN  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 031162100

**Shares Voted:** 24,695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robert A. Bradway	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael V. Drake	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Brian J. Druker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Robert A. Eckert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Greg C. Garland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director S. Omar Ishrak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Tyler Jacks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ellen J. Kullman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Amgen Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Amy E. Miles	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Ronald D. Sugar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director R. Sanders Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Cable One, Inc.

**Meeting Date:** 05/19/2023      **Country:** USA      **Ticker:** CABO  
**Record Date:** 04/03/2023      **Meeting Type:** Annual  
**Primary Security ID:** 12685J105

Shares Voted: 900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brad D. Brian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Deborah J. Kissire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Julia M. Laulis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Mary E. Meduski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Thomas O. Might	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Sherrese M. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Wallace R. Weitz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Katharine B. Weymouth	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

## Cable One, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Honeywell International Inc.

**Meeting Date:** 05/19/2023      **Country:** USA      **Ticker:** HON  
**Record Date:** 03/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 438516106

Shares Voted: 31,086

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Darius Adamczyk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Duncan Angove	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director William S. Ayer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director Kevin Burke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director D. Scott Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Deborah Flint	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director Vimal Kapur	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Rose Lee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1I	Elect Director Grace Lieblein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1J	Elect Director Robin L. Washington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1K	Elect Director Robin Watson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Honeywell International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chair	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. The proposal is not overly prescriptive and would provide the board with the flexibility to implement it upon the next leadership transition, or after the board has determined that the upcoming CEO transition has been implemented successfully. Furthermore, following the upcoming leadership transition some shareholders may question whether the independent lead director will be able to serve as an effective counterbalance for both the CEO and executive chair.</i></p>					
6	Issue Environmental Justice Report	SH	Against	Against	Against

## Ingredion Incorporated

**Meeting Date:** 05/19/2023      **Country:** USA      **Ticker:** INGR  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 457187102

Shares Voted: 11,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David B. Fischer	Mgmt	For	For	For
1b	Elect Director Paul Hanrahan	Mgmt	For	For	For
1c	Elect Director Rhonda L. Jordan	Mgmt	For	For	For
1d	Elect Director Gregory B. Kenny	Mgmt	For	For	For
1e	Elect Director Charles V. Magro	Mgmt	For	For	For
1f	Elect Director Victoria J. Reich	Mgmt	For	For	For
1g	Elect Director Catherine A. Suever	Mgmt	For	For	For
1h	Elect Director Stephan B. Tanda	Mgmt	For	For	For
1i	Elect Director Jorge A. Uribe	Mgmt	For	For	For
1j	Elect Director Patricia Verduin	Mgmt	For	For	For
1k	Elect Director Dwayne A. Wilson	Mgmt	For	For	For
1l	Elect Director James P. Zallie	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 KPMG LLP as Auditors	Mgmt	For	For	For
5	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For
6	Approve Omnibus Stock Plan	Mgmt	For	For	For



## Intercontinental Exchange, Inc.

**Meeting Date:** 05/19/2023

**Country:** USA

**Ticker:** ICE

**Record Date:** 03/21/2023

**Meeting Type:** Annual

**Primary Security ID:** 45866F104

**Shares Voted:** 25,870

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Shantella E. Cooper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mark F. Mulhern	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Thomas E. Noonan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Caroline L. Silver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Judith A. Sprieser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Martha A. Tirinnanzi	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
5	Amend Right to Call Special Meeting	SH	Against	Against	Against

## LyondellBasell Industries N.V.

**Meeting Date:** 05/19/2023

**Country:** Netherlands

**Ticker:** LYB

**Record Date:** 04/21/2023

**Meeting Type:** Annual

**Primary Security ID:** N53745100

# LyondellBasell Industries N.V.

Shares Voted: 11,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacques Aigrain	Mgmt	For	For	For
1b	Elect Director Lincoln Benet	Mgmt	For	For	For
1c	Elect Director Robin Buchanan	Mgmt	For	For	For
1d	Elect Director Anthony (Tony) Chase	Mgmt	For	For	For
1e	Elect Director Robert (Bob) Dudley	Mgmt	For	For	For
1f	Elect Director Claire Farley	Mgmt	For	For	For
1g	Elect Director Rita Griffin	Mgmt	For	For	For
1h	Elect Director Michael Hanley	Mgmt	For	For	For
1i	Elect Director Virginia Kamsky	Mgmt	For	For	For
1j	Elect Director Albert Manifold	Mgmt	For	For	For
1k	Elect Director Peter Vanacker	Mgmt	For	For	For
2	Approve Discharge of Directors	Mgmt	For	For	For
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
7	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Approve Cancellation of Shares	Mgmt	For	For	For

# Macy's, Inc.

Meeting Date: 05/19/2023

Country: USA

Ticker: M

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: 55616P104

Shares Voted: 49,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Emilie Arel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Francis S. Blake	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Macy's, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Torrence N. Boone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Ashley Buchanan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Marie Chandoha	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Naveen K. Chopra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Deirdre P. Connelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jeff Gennette	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Jill Granoff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director William H. Lenehan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Sara Levinson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Antony Spring	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Paul C. Varga	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Tracey Zhen	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

## Medpace Holdings, Inc.

**Meeting Date:** 05/19/2023      **Country:** USA      **Ticker:** MEDP  
**Record Date:** 03/23/2023      **Meeting Type:** Annual  
**Primary Security ID:** 58506Q109

**Shares Voted:** 4,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian T. Carley	Mgmt	For	Refer	Withhold

## Medpace Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Brian Carley and Robert Kraft: * for lack of sufficient responsiveness to shareholder concerns following director Ashley Keating's failure to receive majority support in 2022; and * given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR director nominee Femida Gwady-Sridhar is warranted.</i>				
1.2	Elect Director Femida H. Gwady-Sridhar	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Brian Carley and Robert Kraft: * for lack of sufficient responsiveness to shareholder concerns following director Ashley Keating's failure to receive majority support in 2022; and * given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR director nominee Femida Gwady-Sridhar is warranted.</i>				
1.3	Elect Director Robert O. Kraft	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Brian Carley and Robert Kraft: * for lack of sufficient responsiveness to shareholder concerns following director Ashley Keating's failure to receive majority support in 2022; and * given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR director nominee Femida Gwady-Sridhar is warranted.</i>				
2	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>				
3	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>				

## Morgan Stanley

**Meeting Date:** 05/19/2023      **Country:** USA      **Ticker:** MS  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 617446448

Shares Voted: 61,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alistair Darling	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Thomas H. Glocer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director James P. Gorman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Robert H. Herz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Erika H. James	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Hironori Kamezawa	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 Shelley B. Leibowitz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Stephen J. Luczo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Jami Miscik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Masato Miyachi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Dennis M. Nally	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Mary L. Schapiro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Perry M. Traquina	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
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 a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i>				
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	Against

Power Integrations, Inc.

Meeting Date: 05/19/2023      Country: USA      Ticker: POWI  
 Record Date: 03/24/2023      Meeting Type: Annual  
 Primary Security ID: 739276103

Shares Voted: 10,400

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

## Power Integrations, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Balu Balakrishnan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Nicholas E. Brathwaite	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Anita Ganti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Nancy Gioia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Balakrishnan S. Iyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Ravi Vig	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	None	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Super Micro Computer, Inc.

**Meeting Date:** 05/19/2023      **Country:** USA      **Ticker:** SMCI  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 86800U104

**Shares Voted:** 8,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Liang	Mgmt	For	For	For
1b	Elect Director Sherman Tuan	Mgmt	For	For	For
1c	Elect Director Tally Liu	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

## Insperty, Inc.

**Meeting Date:** 05/22/2023      **Country:** USA      **Ticker:** NSP  
**Record Date:** 04/04/2023      **Meeting Type:** Annual  
**Primary Security ID:** 45778Q107

Shares Voted: 6,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy T. Clifford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Ellen H. Masterson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Latha Ramchand	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	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	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## National Storage Affiliates Trust

Meeting Date: 05/22/2023

Country: USA

Ticker: NSA

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: 637870106

Shares Voted: 15,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tamara D. Fischer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Arlen D. Nordhagen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director David G. Cramer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Paul W. Hylbert, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Chad L. Meisinger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Steven G. Osgood	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Dominic M. Palazzo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## National Storage Affiliates Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Rebecca L. Steinfort	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Mark Van Mourick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Charles F. Wu	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

## Vontier Corporation

**Meeting Date:** 05/22/2023      **Country:** USA      **Ticker:** VNT  
**Record Date:** 03/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 928881101

Shares Voted: 28,604

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gloria R. Boyland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Christopher J. Klein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Maryrose Sylvester	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

## Alliant Energy Corporation

**Meeting Date:** 05/23/2023      **Country:** USA      **Ticker:** LNT  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 018802108

Shares Voted: 11,600

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



## Alliant Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Patrick E. Allen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael D. Garcia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Susan D. Whiting	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

## APA Corporation

**Meeting Date:** 05/23/2023      **Country:** USA      **Ticker:** APA  
**Record Date:** 03/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 03743Q108

**Shares Voted:** 14,849

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Annel R. Bay	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Elect Director John J. Christmann, IV	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
3	Elect Director Juliet S. Ellis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
4	Elect Director Charles W. Hooper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
5	Elect Director Chansoo Joung	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
6	Elect Director H. Lamar McKay	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
7	Elect Director Amy H. Nelson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
8	Elect Director Daniel W. Rabun	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
9	Elect Director Peter A. Ragauss	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## APA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Director David L. Stover	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
11	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
13	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
14	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	Mgmt	For	For	For

## Boston Properties, Inc.

**Meeting Date:** 05/23/2023      **Country:** USA      **Ticker:** BXP  
**Record Date:** 03/29/2023      **Meeting Type:** Annual  
**Primary Security ID:** 101121101

Shares Voted: 6,623

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kelly A. Ayotte	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Bruce W. Duncan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Carol B. Einiger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Diane J. Hoskins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mary E. Kipp	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Joel I. Klein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Douglas T. Linde	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Matthew J. Lustig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Owen D. Thomas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director William H. Walton, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Boston Properties, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Derek Anthony (Tony) West	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

## East West Bancorp, Inc.

**Meeting Date:** 05/23/2023      **Country:** USA      **Ticker:** EWBC  
**Record Date:** 03/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** 27579R104

**Shares Voted:** 25,493

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Manuel P. Alvarez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Molly Campbell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Archana Deskus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Serge Dumont	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Rudolph I. Estrada	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Paul H. Irving	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Sabrina Kay	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Jack C. Liu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Dominic Ng	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Lester M. Sussman	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

## East West Bancorp, Inc.

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 KPMG LLP as Auditors	Mgmt	For	For	For

## Envista Holdings Corporation

**Meeting Date:** 05/23/2023      **Country:** USA      **Ticker:** NVST  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 29415F104

Shares Voted: 29,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
<i>Voter Rationale: WITHHOLD votes are warranted for Daniel Raskas for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>					
1.2	Elect Director Barbara Hulit	Mgmt	For	For	For
<i>Voter Rationale: WITHHOLD votes are warranted for Daniel Raskas for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>					
1.3	Elect Director Amir Aghdaei	Mgmt	For	For	For
<i>Voter Rationale: WITHHOLD votes are warranted for Daniel Raskas for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>					
1.4	Elect Director Vivek Jain	Mgmt	For	For	For
<i>Voter Rationale: WITHHOLD votes are warranted for Daniel Raskas for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>					
1.5	Elect Director Daniel Raskas	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for Daniel Raskas for serving as a non-independent member of a key board committee. A vote FOR the remaining 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	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>					

## GE Healthcare Technologies, Inc.

**Meeting Date:** 05/23/2023      **Country:** USA      **Ticker:** GEHC  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 36266G107

## GE Healthcare Technologies, Inc.

Shares Voted: 16,892

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Arduini	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Rodney F. Hochman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Catherine Lesjak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Anne T. Madden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Tomislav Mihaljevic	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William J. Stromberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Phoebe L. Yang	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

## Henry Schein, Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: HSIC

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 806407102

Shares Voted: 6,250

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

## Henry Schein, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Stanley M. Bergman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director James P. Breslawski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Deborah Derby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Joseph L. Herring	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Kurt P. Kuehn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Philip A. Laskawy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Anne H. Margulies	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Mark E. Mlotek	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Steven Paladino	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Carol Raphael	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Scott Serota	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Bradley T. Sheares	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Reed V. Tuckson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Non-Employee Director Omnibus Stock Plan	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	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For

## Insulet Corporation

**Meeting Date:** 05/23/2023

**Country:** USA

**Ticker:** PODD

**Record Date:** 03/27/2023

**Meeting Type:** Annual

**Primary Security ID:** 45784P101

## Insulet Corporation

Shares Voted: 3,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Luciana Borio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Michael R. Minogue	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Corinne H. Nevinny	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 Grant Thornton LLP as Auditors	Mgmt	For	For	For

## IPG Photonics Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: IPGP

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: 44980X109

Shares Voted: 5,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory Beecher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Michael Child	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Jeanmarie Desmond	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Gregory Dougherty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Eric Meurice	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Natalia Pavlova	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director John Peeler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Eugene Scherbakov	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## IPG Photonics Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Felix Stukalin	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.10	Elect Director Agnes Tang	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 Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Merck & Co., Inc.

**Meeting Date:** 05/23/2023      **Country:** USA      **Ticker:** MRK  
**Record Date:** 03/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 58933Y105

Shares Voted: 117,286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Stephen L. Mayo	Mgmt	For	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	For	For
1j	Elect Director Christine E. Seidman	Mgmt	For	For	For
1k	Elect Director Inge G. Thulin	Mgmt	For	For	For
1l	Elect Director Kathy J. Warden	Mgmt	For	For	For
1m	Elect Director Peter C. Wendell	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



## Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Risks Related to Operations in China	SH	Against	Against	Against
6	Report on Access to COVID-19 Products	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks.</i>					
7	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Against	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anti-competitive practices.</i>					
9	Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Against	Against	Against
10	Require Independent Board Chair	SH	Against	Against	Against

## NiSource Inc.

**Meeting Date:** 05/23/2023

**Country:** USA

**Ticker:** NI

**Record Date:** 03/29/2023

**Meeting Type:** Annual

**Primary Security ID:** 65473P105

**Shares Voted:** 18,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter A. Altabef	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Sondra L. Barbour	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Theodore H. Bunting, Jr.	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Eric L. Butler	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Aristides S. Candris	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Deborah A. Henretta	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director Deborah A. P. Hersman	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					

## NiSource Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Michael E. Jesanis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William D. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Kevin T. Kabat	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Cassandra S. Lee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Lloyd M. Yates	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	Increase Authorized Common Stock	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted given the lack of clarity on the duties of the lead director role in the event one is chosen and the evident participation of non-independent directors in the selection process of any lead director.</i>				

## Omniceil, Inc.

**Meeting Date:** 05/23/2023      **Country:** USA      **Ticker:** OMCL  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 68213N109

Shares Voted: 8,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joanne B. Bauer	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Robin Seim for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Robin G. Seim	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Robin Seim for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Sara J. White	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Robin Seim for serving as a non-independent member of a key board committee. 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>				

## Omniceil, Inc.

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
<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>					
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted given that • the purchase price is reasonable, • the shares reserved is relatively conservative, and • the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</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	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>					

## Pebblebrook Hotel Trust

**Meeting Date:** 05/23/2023      **Country:** USA      **Ticker:** PEB  
**Record Date:** 03/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 70509V100

**Shares Voted:** 23,767

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jon E. Bortz	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Cydney C. Donnell	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Ron E. Jackson	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Phillip M. Miller	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Michael J. Schall	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Bonny W. Simi	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director Earl E. Webb	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

## Quanta Services, Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: PWR

Record Date: 03/30/2023

Meeting Type: Annual

Primary Security ID: 74762E102

Shares Voted: 6,632

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Earl C. (Duke) Austin, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Doyle N. Beneby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Vincent D. Poster	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Bernard Fried	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Worthing F. Jackman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Holli C. Ladhani	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director David M. McClanahan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director R. Scott Rowe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Margaret B. Shannon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Martha B. Wyrsh	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

## Realty Income Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: O

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: 756109104

# Realty Income Corporation

Shares Voted: 29,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Priscilla Almodovar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Jacqueline Brady	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director A. Larry Chapman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Reginald H. Gilyard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Priya Cherian Huskins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Gerardo I. Lopez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Michael D. McKee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Gregory T. McLaughlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ronald L. Merriman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Sumit Roy	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

## Targa Resources Corp.

Meeting Date: 05/23/2023

Country: USA

Ticker: TRGP

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: 87612G101

## Targa Resources Corp.

Shares Voted: 10,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul W. Chung	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Charles R. Crisp	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Laura C. Fulton	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
5	Report on Efforts to Reduce Methane Emission Venting and Flaring in Supply Chain	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as an assessment of the company's policy options for reducing venting and flaring will allow shareholders to better determine the company's ability to mitigate risks and take advantage of opportunities related to lower methane emissions.</i>				

## The Allstate Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: ALL

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 020002101

Shares Voted: 12,234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald E. Brown	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 Richard T. Hume	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Margaret M. Keane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Siddharth N. Mehta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jacques P. Perold	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## The Allstate Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Andrea Redmond	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Judith A. Sprieser	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Perry M. Traquina	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Monica Turner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Thomas J. 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 Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Vishay Intertechnology, Inc.

**Meeting Date:** 05/23/2023      **Country:** USA      **Ticker:** VSH  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 928298108

**Shares Voted:** 23,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joel Smejkal	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Abraham Ludomirski, Michael Cody, and Raanan Zilberman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR Joel Smejkal is warranted.</i>				
1.2	Elect Director Michael J. Cody	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Abraham Ludomirski, Michael Cody, and Raanan Zilberman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
1.3	Elect Director Abraham Ludomirski	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Abraham Ludomirski, Michael Cody, and Raanan Zilberman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
1.4	Elect Director Raanan Zilberman	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Abraham Ludomirski, Michael Cody, and Raanan Zilberman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</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>				

## Vishay Intertechnology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted as CEO Gerald Paul received significant severance payments upon a voluntary retirement.</i>					
4	Approve 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>					
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the board which will decide on the company's response to any shareholder litigation has a poor track record on corporate governance.</i>					

## Waters Corporation

**Meeting Date:** 05/23/2023      **Country:** USA      **Ticker:** WAT  
**Record Date:** 03/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 941848103

Shares Voted: 2,740

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Flemming Ornskov	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Linda Baddour	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Udit Batra	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.4	Elect Director Dan Brennan	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.5	Elect Director Richard Fearon	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.6	Elect Director Pearl S. Huang	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.7	Elect Director Wei Jiang	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.8	Elect Director Christopher A. Kuebler	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.9	Elect Director Mark Vergnano	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



## Waters Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Welltower Inc.

**Meeting Date:** 05/23/2023      **Country:** USA      **Ticker:** WELL  
**Record Date:** 04/03/2023      **Meeting Type:** Annual  
**Primary Security ID:** 95040Q104

Shares Voted: 21,848

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth J. Bacon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Karen B. DeSalvo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Philip L. Hawkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Dennis G. Lopez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Shankh Mitra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Ade J. Patton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Diana W. Reid	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Sergio D. Rivera	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Johnese M. Spisso	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Kathryn M. Sullivan	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

## Welltower Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST the proposal is warranted. Though financial metrics in the annual bonus program appear rigorous and qualitative metric disclosure has improved, disclosure of each metric's payout percentage is lacking. Furthermore, though all financial metrics in the annual bonus performed below target, the final payout still exceeded target due to the performance of the qualitative portion of the award. Concerns are also noted in the annual LTI; though a significant portion of LTI is in performance-conditioned equity that utilizes a multi-year performance period, relative TSR goals merely target median and the maximum vesting opportunity is relatively high, no relative TSR vesting cap is disclosed if absolute TSR is negative, and forward-looking goals for one metric are not disclosed. More concerning, however, is with the existence of a special grant, which was granted one month after a special award granted in December 2022. Though the grant is entirely in multi-year performance equity with reasonably rigorous goals disclosed, the repeated use of special grants in close proximity is concerning, given the additive pay opportunities provided by off-cycle awards. Investors generally expect that special grants are infrequent.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Advance Auto Parts, Inc.

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** AAP  
**Record Date:** 03/30/2023      **Meeting Type:** Annual  
**Primary Security ID:** 00751Y106

Shares Voted: 2,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carla J. Bailo	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director John F. Ferraro	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director Thomas R. Greco	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director Joan M. Hilson	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1e	Elect Director Jeffrey J. Jones, II	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1f	Elect Director Eugene I. Lee, Jr.	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1g	Elect Director Douglas A. Pertz	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1h	Elect Director Sherice R. Torres	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1i	Elect Director Arthur L. Valdez, Jr.	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
2	Approve Omnibus Stock Plan	Mgmt	For	For	For

## Advance Auto Parts, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve 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 Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
7	Require Independent Board Chair	SH	Against	Against	Against

## Amazon.com, Inc.

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** AMZN  
**Record Date:** 03/30/2023      **Meeting Type:** Annual  
**Primary Security ID:** 023135106

Shares Voted: 410,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	Refer	Against
<i>Voter Rationale: Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal.</i>					
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	Refer	Against
<i>Voter Rationale: Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal.</i>					
1g	Elect Director Judith A. McGrath	Mgmt	For	Refer	Against
<i>Voter Rationale: Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal.</i>					
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1k	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ratification of Ernst & Young LLP as Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST this proposal is warranted. Following last year's low say-on-pay vote, the compensation committee engaged with shareholders, disclosed specific feedback, and provided further details surrounding the company's compensation programs and long-term strategy. However, the company did not make material changes to the compensation program to address shareholder concerns. In addition, while CEO Jassy's pay declined following the prior year's mega promotion award, consisting only of base salary and certain perquisites, a review of the pay program reveals persistent concerning features. Specifically, compensation for other NEOs consisted primarily of time-vesting restricted shares, with incentive programs lacking objective performance metrics and quantified goals. In addition, the magnitude of an NEO's recent \$41 million grant is concerning, as it comes only one year after he received an \$81 million sign-on grant.</i></p>					
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	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
7	Report on Customer Due Diligence	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i></p>					
8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	SH	Against	Against	Against
9	Report on Government Take Down Requests	SH	Against	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.</i></p>					
11	Publish a Tax Transparency Report	SH	Against	Against	Against
12	Report on Climate Lobbying	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted at this time.</i></p>					
13	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.</i></p>					
14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	SH	Against	Against	Against
15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i></p>					
17	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	Against
18	Report on Animal Welfare Standards	SH	Against	Against	Against

## Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Establish a Public Policy Committee	SH	Against	Against	Against
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as the company continues to face significant controversies related to the treatment of its employees and the proposal would give the board more options for nominating director candidates that it considers could help it in considering worker grievances, potentially reducing risks of reputational damage and protecting shareholder value in the long-term, but without being overly prescriptive. It is not asking for an employee representative on the board, but a policy to include hourly workers among the list of candidates the Nominating and Governance Committee considers for open board positions.</i>				
21	Commission a Third Party Audit on Working Conditions	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on warehouse working conditions.</i>				
22	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.</i>				
23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i>				

## American Tower Corporation

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** AMT  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 03027X100

Shares Voted: 21,568

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Teresa H. Clarke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Raymond P. Dolan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Kenneth R. Frank	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Robert D. Hormats	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## American Tower Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Grace D. Lieblein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Craig Macnab	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director JoAnn A. Reed	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Pamela D. A. Reeve	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Bruce L. Tanner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Samme L. Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## AvalonBay Communities, Inc.

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** AVB  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 053484101

**Shares Voted:** 6,427

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glyn F. Aeppel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Terry S. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Stephen P. Hills	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Christopher B. Howard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Richard J. Lieb	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## AvalonBay Communities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Nnenna Lynch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Charles E. Mueller, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Timothy J. Naughton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Benjamin W. Schall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Susan Swanezy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director W. Edward Walter	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

## Avis Budget Group, Inc.

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** CAR  
**Record Date:** 03/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** 053774105

**Shares Voted:** 4,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bernardo Hees	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Audit Committee members Anu Hariharan, Lynn Krominga, and Glenn Lurie is warranted in light of the pledging of a significant amount of the company's common stock. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Jagdeep Pahwa	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Audit Committee members Anu Hariharan, Lynn Krominga, and Glenn Lurie is warranted in light of the pledging of a significant amount of the company's common stock. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Anu Hariharan	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Audit Committee members Anu Hariharan, Lynn Krominga, and Glenn Lurie is warranted in light of the pledging of a significant amount of the company's common stock. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Lynn Krominga	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Audit Committee members Anu Hariharan, Lynn Krominga, and Glenn Lurie is warranted in light of the pledging of a significant amount of the company's common stock. A vote FOR the remaining director nominees is warranted.</i>				

## Avis Budget Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Glenn Lurie	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Audit Committee members Anu Hariharan, Lynn Krominga, and Glenn Lurie is warranted in light of the pledging of a significant amount of the company's common stock. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director Karthik Sarma	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Audit Committee members Anu Hariharan, Lynn Krominga, and Glenn Lurie is warranted in light of the pledging of a significant amount of the company's common stock. A vote FOR the remaining director nominees is warranted.</i>				
2	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>				
3	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>				
4	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.</i>				

## BlackRock, Inc.

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** BLK  
**Record Date:** 03/30/2023      **Meeting Type:** Annual  
**Primary Security ID:** 09247X101

Shares Voted: 6,989

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bader M. Alsaad	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Pamela Daley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Laurence D. Fink	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director William E. Ford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Fabrizio Freda	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Murry S. Gerber	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Robert S. Kapito	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Cheryl D. Mills	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Gordon M. Nixon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Kristin C. Peck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Charles H. Robbins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Marco Antonio Slim Domit	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Hans E. Vestberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1o	Elect Director Susan L. Wagner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1p	Elect Director Mark 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 Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Third-Party Civil Rights Audit	SH	Against	Against	Against
6	Report on Ability to Engineer Decarbonization in the Real Economy	SH	Against	Against	Against
7	Report on Societal Impacts of Aerospace & Defense Industry ETF	SH	Against	Against	Against

## Clean Harbors, Inc.

**Meeting Date:** 05/24/2023

**Country:** USA

**Ticker:** CLH

**Record Date:** 03/27/2023

**Meeting Type:** Annual

**Primary Security ID:** 184496107

**Shares Voted:** 9,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward G. Galante	Mgmt	For	For	For

## Clean Harbors, 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>				
1.2	Elect Director Alison A. Quirk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director John R. Welch	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

## DENTSPLY SIRONA Inc.

**Meeting Date:** 05/24/2023

**Country:** USA

**Ticker:** XRAY

**Record Date:** 03/27/2023

**Meeting Type:** Annual

**Primary Security ID:** 24906P109

**Shares Voted:** 9,899

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric K. Brandt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Simon D. Campion	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Willie A. Deese	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Betsy D. Holden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Clyde R. Hosein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Harry M. Jansen Kraemer, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Gregory T. Lucier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jonathan J. Mazelsky	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## DENTSPY SIRONA Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Leslie F. Varon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Janet S. Vergis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Dorothea Wenzel	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

## Douglas Emmett, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: DEI

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 25960P109

Shares Voted: 31,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dan A. Emmett	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Virginia McFerran, Ray Leonard, and Shirley Wang for a material governance failure. The bylaws restrict shareholders ability to amend the bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Jordan L. Kaplan	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Virginia McFerran, Ray Leonard, and Shirley Wang for a material governance failure. The bylaws restrict shareholders ability to amend the bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Kenneth M. Panzer	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Virginia McFerran, Ray Leonard, and Shirley Wang for a material governance failure. The bylaws restrict shareholders ability to amend the bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Leslie E. Bider	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Virginia McFerran, Ray Leonard, and Shirley Wang for a material governance failure. The bylaws restrict shareholders ability to amend the bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director Dorene C. Dominguez	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Virginia McFerran, Ray Leonard, and Shirley Wang for a material governance failure. The bylaws restrict shareholders ability to amend the bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director David T. Feinberg	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Virginia McFerran, Ray Leonard, and Shirley Wang for a material governance failure. The bylaws restrict shareholders ability to amend the bylaws. A vote FOR the remaining director nominees is warranted.</i>				

## Douglas Emmett, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Ray C. Leonard	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Virginia McFerran, Ray Leonard, and Shirley Wang for a material governance failure. The bylaws restrict shareholders ability to amend the bylaws.</i>				
1.8	Elect Director Virginia A. McFerran	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Virginia McFerran, Ray Leonard, and Shirley Wang for a material governance failure. The bylaws restrict shareholders ability to amend the bylaws.</i>				
1.9	Elect Director Thomas E. O'Hern	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Virginia McFerran, Ray Leonard, and Shirley Wang for a material governance failure. The bylaws restrict shareholders ability to amend the bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.10	Elect Director William E. Simon, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Virginia McFerran, Ray Leonard, and Shirley Wang for a material governance failure. The bylaws restrict shareholders ability to amend the bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.11	Elect Director Shirley Wang	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Virginia McFerran, Ray Leonard, and Shirley Wang for a material governance failure. The bylaws restrict shareholders ability to amend the bylaws.</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: The compensation committee demonstrated adequate responsiveness to last year's low say-on-pay vote result. However, continued monitoring of compensation committee responsiveness is warranted, as shareholders may expect more fulsome disclosure of concerns that led shareholders to vote against the proposal, and not merely "suggestions." However, a vote AGAINST this proposal is warranted due to an unmitigated pay-for-performance misalignment. Long-term incentives continued to be granted based on a discretionary assessment of performance, and lack rigorous, pre-set, long-term vesting conditions. Without the disclosure of quantifiable performance achievements relative to target goals and target award values, or a formulaic approach to determinations, shareholders' ability to reasonably evaluate pay and performance is significantly inhibited. These concerns are exacerbated given the magnitude of equity awards for both the CEO and COO.</i>				
4	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 estimated duration of available and proposed shares exceeds six years; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.</i>				
5	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.</i>				
6	Report on Lobbying Payments and Policy	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>				

## DuPont de Nemours, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: DD

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: 26614N102

## DuPont de Nemours, Inc.

Shares Voted: 22,947

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy G. Brady	Mgmt	For	For	For
1b	Elect Director Edward D. Breen	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1e	Elect Director Alexander M. Cutler	Mgmt	For	For	For
1f	Elect Director Eleuthere I. du Pont	Mgmt	For	For	For
1g	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1h	Elect Director Luther C. Kissam	Mgmt	For	For	For
1i	Elect Director Frederick M. Lowery	Mgmt	For	For	For
1j	Elect Director Raymond J. Milchovich	Mgmt	For	For	For
1k	Elect Director Deanna M. Mulligan	Mgmt	For	For	For
1l	Elect Director Steven M. Sterin	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

## EOG Resources, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: EOG

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: 26875P101

Shares Voted: 27,158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janet F. Clark	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Charles R. Crisp	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Robert P. Daniels	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 C. Christopher Gaut	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## EOG Resources, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Michael T. Kerr	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Julie J. Robertson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Donald F. Textor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Ezra Y. Yacob	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## EPR Properties

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** EPR  
**Record Date:** 03/07/2023      **Meeting Type:** Annual  
**Primary Security ID:** 26884U109

**Shares Voted:** 13,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter C. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John P. Case, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director James B. Connor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Virginia E. Shanks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Gregory K. Silvers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Robin P. Sterneck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Lisa G. Trimberger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Caixia Y. Ziegler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## EPR Properties

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 KPMG LLP as Auditors	Mgmt	For	For	For

## Extra Space Storage Inc.

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** EXR  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 30225T102

Shares Voted: 6,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth M. Woolley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Joseph D. Margolis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Roger B. Porter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Jennifer Blouin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Joseph J. Bonner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Gary L. Crittenden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Spencer F. Kirk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Diane Olmstead	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Jefferson S. Shreve	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Julia Vander Ploeg	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

# Fidelity National Information Services, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: FIS

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: 31620M106

Shares Voted: 27,414

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee Adrean	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Ellen R. Alemany	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Mark D. Benjamin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Vijay G. D'Silva	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Stephanie L. Ferris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Lisa A. Hook	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Kenneth T. Lamneck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Gary L. Lauer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Louise M. Parent	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Brian T. Shea	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	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 KPMG LLP as Auditors	Mgmt	For	For	For

# FirstEnergy Corporation

Meeting Date: 05/24/2023

Country: USA

Ticker: FE

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 337932107



# FirstEnergy Corporation

Shares Voted: 25,140

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jana T. Croom	Mgmt	For	For	For
1.2	Elect Director Steven J. Demetriou	Mgmt	For	For	For
1.3	Elect Director Lisa Winston Hicks	Mgmt	For	For	For
1.4	Elect Director Paul Kaleta	Mgmt	For	For	For
1.5	Elect Director Sean T. Klimczak	Mgmt	For	For	For
1.6	Elect Director Jesse A. Lynn	Mgmt	For	For	For
1.7	Elect Director James F. O'Neil, III	Mgmt	For	For	For
1.8	Elect Director John W. Somerhalder, II	Mgmt	For	For	For
1.9	Elect Director Andrew Teno	Mgmt	For	For	For
1.10	Elect Director Leslie M. Turner	Mgmt	For	For	For
1.11	Elect Director Melvin Williams	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 20%	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
7	Establish a New Board Committee on Decarbonization Risk	SH	Against	Against	Against

# GXO Logistics, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: GXO

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: 36262G101

Shares Voted: 21,500

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

## GXO Logistics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Jason D. Papastavrou	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

## HF Sinclair Corporation

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** DINO  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 403949100

Shares Voted: 24,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne-Marie N. Ainsworth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Anna C. Catalano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Leldon E. Echols	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Manuel J. Fernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Timothy Go	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Rhoman J. Hardy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director R. Craig Knocke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Robert J. Kostelnik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director James H. Lee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ross B. Matthews	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Franklin Myers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Norman J. Szydowski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## HF Sinclair Corporation

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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

*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 the unaffiliated shareholders' ability to make use of the right.*

## Kilroy Realty Corporation

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** KRC  
**Record Date:** 03/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 49427F108

**Shares Voted:** 19,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John Kilroy	Mgmt	For	For	For
<i>Voter Rationale: A vote AGAINST Nominating Committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>					
1b	Elect Director Edward F. Brennan	Mgmt	For	For	For
<i>Voter Rationale: A vote AGAINST Nominating Committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>					
1c	Elect Director Jolie Hunt	Mgmt	For	For	For
<i>Voter Rationale: A vote AGAINST Nominating Committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>					
1d	Elect Director Scott S. Ingraham	Mgmt	For	For	For
<i>Voter Rationale: A vote AGAINST Nominating Committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>					
1e	Elect Director Louisa G. Ritter	Mgmt	For	For	For
<i>Voter Rationale: A vote AGAINST Nominating Committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>					
1f	Elect Director Gary R. Stevenson	Mgmt	For	For	For
<i>Voter Rationale: A vote AGAINST Nominating Committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>					
1g	Elect Director Peter B. Stoneberg	Mgmt	For	Refer	Against
<i>Voter Rationale: A vote AGAINST Nominating Committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>					
2	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>					

## Kilroy Realty Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: Following low support for last year's say-on-pay vote, the committee demonstrated adequate responsiveness to shareholder concerns by committing to frame future severance arrangements to align with peer practices. Nevertheless, an AGAINST vote is warranted as there is an unmitigated pay-for-performance misalignment underscored by significant concerns regarding the magnitude of the CEO's pay opportunities amid sustained underperformance, in addition to disclosure and rigor concerns. CEO Kilroy's relatively high base salary and target annual incentive contributed to sizable annual incentive award earned whereas the program lacks key disclosures, such as per-metric weightings and threshold/maximum goals, and individual payouts appear to be ultimately based on committee discretion. Moreover, performance equity awards are based on a primary metric that utilizes on a one-year performance period.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<p><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></p>					
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>					

## Marathon Oil Corporation

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** MRO  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 565849106

**Shares Voted:** 29,421

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chadwick C. Deaton	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Marcela E. Donadio	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director M. Elise Hyland	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director Holli C. Ladhani	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1e	Elect Director Mark A. McCollum	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1f	Elect Director Brent J. Smolik	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1g	Elect Director Lee M. Tillman	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1h	Elect Director Shawn D. Williams	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Marathon Oil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## NXP Semiconductors N.V.

**Meeting Date:** 05/24/2023

**Country:** Netherlands

**Ticker:** NXPI

**Record Date:** 04/26/2023

**Meeting Type:** Annual

**Primary Security ID:** N6596X109

**Shares Voted:** 12,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board Members	Mgmt	For	For	For
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For	For
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For	For
3d	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	For	For
3e	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For
3f	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For
3g	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For
3h	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For
3i	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For
3j	Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	For	For	For
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## ONEOK, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: OKE

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 682680103

Shares Voted: 20,710

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian L. Derksen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Julie H. Edwards	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Mark W. Helderman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Randall J. Larson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Steven J. Malcolm	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Jim W. Mogg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Pattye L. Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Pierce H. Norton, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Eduardo A. Rodriguez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Gerald D. 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	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

## PayPal Holdings, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: PYPL

Record Date: 03/30/2023

Meeting Type: Annual

Primary Security ID: 70450Y103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Jonathan Christodoro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director John J. Donahoe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David W. Dorman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Belinda J. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Enrique Lores	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Gail J. McGovern	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Deborah M. Messemer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David M. Moffett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ann M. Sarnoff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Daniel H. Schulman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Frank D. Yeary	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
5	Adopt a Policy on Services in Conflict Zones	SH	Against	Against	Against
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against
7	Report on PayPal's Nondiscriminatory Provision of Financial Services - Withdrawn	SH			
8	Report on Ensuring Respect for Civil Liberties	SH	Against	Against	Against

## PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Adopt Majority Vote Standard for Director Elections	SH	Against	Against	Against

## PDC Energy, Inc.

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** PDCE  
**Record Date:** 03/29/2023      **Meeting Type:** Annual  
**Primary Security ID:** 69327R101

**Shares Voted:** 16,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barton R. Brookman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Pamela R. Butcher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Mark E. Ellis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Paul J. Korus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Lynn A. Peterson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Carlos A. Sabater	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Diana L. Sands	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Progyny, Inc.

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** PGNY  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 74340E103



Shares Voted: 13,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lloyd Dean	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Kevin Gordon and Cheryl Scott given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR Lloyd Dean is warranted.</i>				
1.2	Elect Director Kevin Gordon	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Kevin Gordon and Cheryl Scott given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR Lloyd Dean is warranted.</i>				
1.3	Elect Director Cheryl Scott	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Kevin Gordon and Cheryl Scott given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR Lloyd Dean 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. The annual incentive is largely based on subjective achievements and lacks fulsome disclosure. In addition, the new CEO received outsized promotional and retention equity awards that were largely time-based. Other NEOs also received sizeable special equity awards.</i>				

## Reinsurance Group of America, Incorporated

Meeting Date: 05/24/2023

Country: USA

Ticker: RGA

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: 759351604

Shares Voted: 12,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pina Albo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Tony Cheng	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director John J. Gauthier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Patricia L. Guinn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Anna Manning	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Reinsurance Group of America, Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Hazel M. McNeilage	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director George Nichols, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Stephen O'Hearn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Shundrawn Thomas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Khanh T. Tran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Steven C. Van Wyk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Sprouts Farmers Market, Inc.

**Meeting Date:** 05/24/2023      **Country:** USA      **Ticker:** SFM  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 85208M102

**Shares Voted:** 19,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joel D. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Terri Funk Graham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Doug G. Rauch	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

## Tandem Diabetes Care, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: TNDM

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: 875372203

Shares Voted: 11,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kim D. Blickenstaff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Myoungil Cha	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Peyton R. Howell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Joao Paulo Falcao Malagueira	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Kathleen McGroddy-Goetz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John F. Sheridan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Christopher J. Twomey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## The Southern Company

Meeting Date: 05/24/2023

Country: USA

Ticker: SO

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 842587107

Shares Voted: 50,387

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janaki Akella	Mgmt	For	For	For
1b	Elect Director Henry A. "Hal" Clark, III	Mgmt	For	For	For
1c	Elect Director Anthony F. "Tony" Earley, Jr.	Mgmt	For	For	For
1d	Elect Director Thomas A. Fanning	Mgmt	For	For	For
1e	Elect Director David J. Grain	Mgmt	For	For	For

## The Southern Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Colette D. Honorable	Mgmt	For	For	For
1g	Elect Director Donald M. James	Mgmt	For	For	For
1h	Elect Director John D. Johns	Mgmt	For	For	For
1i	Elect Director Dale E. Klein	Mgmt	For	For	For
1j	Elect Director David E. Meador	Mgmt	For	For	For
1k	Elect Director Ernest J. Moniz	Mgmt	For	For	For
1l	Elect Director William G. Smith, Jr.	Mgmt	For	For	For
1m	Elect Director Kristine L. Svinicki	Mgmt	For	For	For
1n	Elect Director Lizanne Thomas	Mgmt	For	For	For
1o	Elect Director Christopher C. Womack	Mgmt	For	For	For
1p	Elect Director E. Jenner Wood, III	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	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to eliminate the supermajority requirements, in the event that Item 5 is not approved this year.</i>					
7	Adopt Scope 3 GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency on the company's targets to address its Scope 3 emissions, mitigating risks related to a transition to a lower-carbon energy system, and take advantage of growing opportunities.</i>					
8	Report on Feasibility of Net-Zero GHG Emissions	SH	Against	Against	Against

## The Travelers Companies, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: TRV

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: 89417E109

Shares Voted: 10,878

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan L. Beller	Mgmt	For	For	For
1b	Elect Director Janet M. Dolan	Mgmt	For	For	For

## The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Russell G. Golden	Mgmt	For	For	For
1d	Elect Director Patricia L. Higgins	Mgmt	For	For	For
1e	Elect Director William J. Kane	Mgmt	For	For	For
1f	Elect Director Thomas B. Leonardi	Mgmt	For	For	For
1g	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1h	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1i	Elect Director Philip T. (Pete) Ruegger, III	Mgmt	For	For	For
1j	Elect Director Rafael Santana	Mgmt	For	For	For
1k	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For
1l	Elect Director Alan D. Schnitzer	Mgmt	For	For	For
1m	Elect Director Laurie J. Thomsen	Mgmt	For	For	For
1n	Elect Director Bridget van Kralingen	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	SH	Against	Against	Against
7	Adopt Time-Bound Policy to Phase Out Underwriting for New Fossil Fuel Exploration and Development	SH	Against	Against	Against
8	Oversee and Report on a Third-Party Racial Equity Audit	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Travelers efforts to address the issue of any inequality in its workforce and its management of related risks.</i></p>					
9	Ensure Policies Do Not Support Police Violations of Civil Rights	SH	Against	Against	Against
10	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities - Withdrawn	SH			

## Thermo Fisher Scientific Inc.

**Meeting Date:** 05/24/2023

**Country:** USA

**Ticker:** TMO

**Record Date:** 03/27/2023

**Meeting Type:** Annual

**Primary Security ID:** 883556102

## Thermo Fisher Scientific Inc.

Shares Voted: 18,162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director C. Martin Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Tyler Jacks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director R. Alexandra Keith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director James C. Mullen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Lars R. Sorensen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Debora L. Spar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Scott M. Sperling	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Dion J. Weisler	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
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

## United Airlines Holdings, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: UAL

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 910047109

# United Airlines Holdings, Inc.

Shares Voted: 15,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carolyn Corvi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Matthew Friend	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Barney Harford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Michele J. Hooper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Walter Isaacson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director James A. C. Kennedy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director J. Scott Kirby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Edward M. Philip	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Edward L. Shapiro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Laysha Ward	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director James M. Whitehurst	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	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For

# Xcel Energy Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: XEL

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 98389B100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Burkhart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Lynn Casey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Bob Frenzel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Netha Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Patricia Kampling	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director George Kehl	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Richard O'Brien	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Charles Pardee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Christopher Policinski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director James Prokopanko	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Kim Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Daniel Yohannes	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

**Affiliated Managers Group, Inc.**

Meeting Date: 05/25/2023

Country: USA

Ticker: AMG

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 008252108



## Affiliated Managers Group, Inc.

Shares Voted: 6,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Karen L. Alvingham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Tracy A. Atkinson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Dwight D. Churchill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jay C. Horgen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Reuben Jeffery, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Felix V. Matos Rodriguez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Tracy P. Palandjian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David C. Ryan	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

## Belden Inc.

Meeting Date: 05/25/2023

Country: USA

Ticker: BDC

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: 077454106

Shares Voted: 7,791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David J. Aldrich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Lance C. Balk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Steven W. Berglund	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Belden Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Diane D. Brink	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Judy L. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Nancy Calderon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Ashish Chand	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jonathan C. Klein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director YY Lee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Gregory J. McCray	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

## Chart Industries, Inc.

**Meeting Date:** 05/25/2023      **Country:** USA      **Ticker:** GTLS  
**Record Date:** 03/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 16115Q308

Shares Voted: 7,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jillian C. Evanko	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Andrew R. Cichocki	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Paula M. Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Linda A. Harty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Paul E. Mahoney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Chart Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Singleton B. McAllister	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Michael L. Molinini	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director David M. Sagehorn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Spencer S. Stiles	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Roger A. Strauch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Chipotle Mexican Grill, Inc.

**Meeting Date:** 05/25/2023

**Country:** USA

**Ticker:** CMG

**Record Date:** 03/28/2023

**Meeting Type:** Annual

**Primary Security ID:** 169656105

**Shares Voted:** 1,238

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Albert S. Baldocchi	Mgmt	For	For	For
1.2	Elect Director Matthew A. Carey	Mgmt	For	For	For
1.3	Elect Director Gregg L. Engles	Mgmt	For	For	For
1.4	Elect Director Patricia Fili-Krushel	Mgmt	For	For	For
1.5	Elect Director Mauricio Gutierrez	Mgmt	For	For	For
1.6	Elect Director Robin Hickenlooper	Mgmt	For	For	For
1.7	Elect Director Scott Maw	Mgmt	For	For	For
1.8	Elect Director Brian Niccol	Mgmt	For	For	For
1.9	Elect Director Mary Winston	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Chipotle Mexican Grill, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
6	Adopt Policy to Not Interfere with Freedom of Association Rights	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company's management of related risks and put the company more in line with peer disclosures.*

## Dycom Industries Inc.

**Meeting Date:** 05/25/2023      **Country:** USA      **Ticker:** DY  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 267475101

**Shares Voted:** 5,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter T. Pruitt, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Laurie J. Thomsen	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	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## EastGroup Properties, Inc.

**Meeting Date:** 05/25/2023      **Country:** USA      **Ticker:** EGP  
**Record Date:** 03/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 277276101

**Shares Voted:** 7,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director D. Pike Aloian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director H. Eric Bolton, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## EastGroup Properties, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Donald F. Collieran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David M. Fields	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Marshall A. Loeb	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Mary E. McCormick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Katherine M. Sandstrom	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	Approve Omnibus Stock Plan	Mgmt	For	For	For

## Equinix, Inc.

**Meeting Date:** 05/25/2023

**Country:** USA

**Ticker:** EQIX

**Record Date:** 03/30/2023

**Meeting Type:** Annual

**Primary Security ID:** 29444U700

**Shares Voted:** 4,232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nanci Caldwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Adaire Fox-Martin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Ron Guerrier - Withdrawn	Mgmt			
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Gary Hromadko	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Charles Meyers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Thomas Olinger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Equinix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Christopher Paisley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jeetu Patel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Sandra Rivera	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Fidelma Russo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Peter Van Camp	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
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## Flowers Foods, Inc.

**Meeting Date:** 05/25/2023

**Country:** USA

**Ticker:** FLO

**Record Date:** 03/21/2023

**Meeting Type:** Annual

**Primary Security ID:** 343498101

**Shares Voted:** 34,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George E. Deese	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Edward J. Casey, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Thomas C. Chubb, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Rhonda Gass	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Margaret G. Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director W. Jameson McFadden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Flowers Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director A. Ryals McMullian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director James T. Spear	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Melvin T. Stith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Terry S. Thomas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director C. Martin Wood, III	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Flowserve Corporation

**Meeting Date:** 05/25/2023

**Country:** USA

**Ticker:** FLS

**Record Date:** 03/28/2023

**Meeting Type:** Annual

**Primary Security ID:** 34354P105

**Shares Voted:** 23,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Scott Rowe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Sujeet Chand	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Gayla J. Delly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director John R. Friedery	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John L. Garrison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Flowserve Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Michael C. McMurray	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Thomas B. Okray	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David E. Roberts	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Kenneth I. Siegel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Carlyn R. Taylor	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
5	Amend Right to Call Special Meeting	SH	Against	Against	Against

## IDEX Corporation

**Meeting Date:** 05/25/2023

**Country:** USA

**Ticker:** IEX

**Record Date:** 03/28/2023

**Meeting Type:** Annual

**Primary Security ID:** 45167R104

**Shares Voted:** 3,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katrina L. Helmkamp	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Mark A. Beck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Carl R. Christenson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Alejandro Quiroz Centeno	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



## IDEX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against	Against

## Illumina, Inc.

**Meeting Date:** 05/25/2023      **Country:** USA      **Ticker:** ILMN  
**Record Date:** 04/03/2023      **Meeting Type:** Proxy Contest  
**Primary Security ID:** 452327109

**Shares Voted:** 7,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1A	Elect Management Nominee Director Frances Arnold	Mgmt	For	Refer	Do Not Vote
1B	Elect Management Nominee Director Francis A. deSouza	Mgmt	For	Refer	Do Not Vote
1C	Elect Management Nominee Director Caroline D. Dorsa	Mgmt	For	Refer	Do Not Vote
1D	Elect Management Nominee Director Robert S. Epstein	Mgmt	For	Refer	Do Not Vote
1E	Elect Management Nominee Director Scott Gottlieb	Mgmt	For	Refer	Do Not Vote
1F	Elect Management Nominee Director Gary S. Guthart	Mgmt	For	Refer	Do Not Vote
1G	Elect Management Nominee Director Philip W. Schiller	Mgmt	For	Refer	Do Not Vote
1H	Elect Management Nominee Director Susan E. Siegel	Mgmt	For	Refer	Do Not Vote
1I	Elect Management Nominee Director John W. Thompson	Mgmt	For	Refer	Do Not Vote
1J	Elect Dissident Nominee Director Vincent J. Intrieri	SH	Against	Refer	Do Not Vote
1K	Elect Dissident Nominee Director Jesse A. Lynn	SH	Against	Refer	Do Not Vote
1L	Elect Dissident Nominee Director Andrew J. Teno	SH	Against	Refer	Do Not Vote
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Do Not Vote
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	Do Not Vote
5	Amend Omnibus Stock Plan	Mgmt	For	Refer	Do Not Vote

## illumina, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1.1	Elect Dissident Nominee Director Vincent J. Intrieri	SH	For	Refer	Withhold
1.2	Elect Dissident Nominee Director Jesse A. Lynn	SH	For	Refer	Withhold
1.3	Elect Dissident Nominee Director Andrew J. Teno	SH	For	Refer	For
1.4	Elect Management Nominee Director Frances Arnold	Mgmt	None	Refer	For
1.5	Elect Management Nominee Director Caroline D. Dorsa	Mgmt	None	Refer	For
1.6	Elect Management Nominee Director Scott Gottlieb	Mgmt	None	Refer	For
1.7	Elect Management Nominee Director Gary S. Guthart	Mgmt	None	Refer	For
1.8	Elect Management Nominee Director Philip W. Schiller	Mgmt	None	Refer	For
1.9	Elect Management Nominee Director Susan E. Siegel	Mgmt	None	Refer	For
1.10	Elect Management Nominee Director Francis A. deSouza	Mgmt	Against	Refer	For
1.11	Elect Management Nominee Director Robert S. Epstein	Mgmt	Against	Refer	For
1.12	Elect Management Nominee Director John W. Thompson	Mgmt	Against	Refer	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Refer	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year
5	Amend Omnibus Stock Plan	Mgmt	None	Refer	For

## Invesco Ltd.

**Meeting Date:** 05/25/2023      **Country:** Bermuda      **Ticker:** IVZ  
**Record Date:** 03/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** G491BT108

Shares Voted: 21,014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sarah E. Beshar	Mgmt	For	For	For

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

## Invesco Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Thomas M. Finke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Martin L. Flanagan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Thomas (Todd) P. Gibbons	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director William (Bill) F. Glavin, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Elizabeth (Beth) S. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Denis Kessler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Nigel Sheinwald	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Paula C. Tolliver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director G. Richard (Rick) Wagoner, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Christopher C. Womack	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Phoebe A. Wood	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	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Jones Lang LaSalle Incorporated

**Meeting Date:** 05/25/2023

**Country:** USA

**Ticker:** JLL

**Record Date:** 03/31/2023

**Meeting Type:** Annual

**Primary Security ID:** 48020Q107

# Jones Lang LaSalle Incorporated

Shares Voted: 8,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hugo Bague	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Matthew Carter, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Tina Ju	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Bridget Macaskill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Deborah H. McAneny	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Siddharth (Bobby) N. Mehta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Moses Ojisekhoba	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jeetendra (Jeetu) I. Patel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Ann Marie Petach	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Larry Quinlan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Efrain Rivera	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Christian Ulbrich	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

# Kinsale Capital Group, Inc.

Meeting Date: 05/25/2023

Country: USA

Ticker: KNSL

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: 49714P108

## Kinsale Capital Group, Inc.

Shares Voted: 3,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael P. Kehoe	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Steven J. Bensinger	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Teresa P. Chia	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Robert V. Hatcher, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Anne C. Kronenberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Robert Lippincott, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director James J. Ritchie	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Frederick L. Russell, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Gregory M. Share	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Lincoln National Corporation

Meeting Date: 05/25/2023

Country: USA

Ticker: LNC

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 534187109

Shares Voted: 7,163

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Deirdre P. Connelly	Mgmt	For	For	For
1.2	Elect Director Ellen G. Cooper	Mgmt	For	For	For

## Lincoln National Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director William H. Cunningham	Mgmt	For	For	For
1.4	Elect Director Reginald E. Davis	Mgmt	For	For	For
1.5	Elect Director Eric G. Johnson	Mgmt	For	For	For
1.6	Elect Director Gary C. Kelly	Mgmt	For	For	For
1.7	Elect Director M. Leanne Lachman	Mgmt	For	For	For
1.8	Elect Director Dale LeFebvre	Mgmt	For	For	For
1.9	Elect Director Janet Liang	Mgmt	For	For	For
1.10	Elect Director Michael F. Mee	Mgmt	For	For	For
1.11	Elect Director Lynn M. Utter	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><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 factor(s): - The plan cost is excessive - The plan allows broad discretion to accelerate vesting</i></p>					
6	Require Independent Board Chair	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. Company TSR has significantly underperformed peers over the short and long-term suggesting that the company and its shareholders could benefit from the highest form of board and management oversight in the form of an independent chair.</i></p>					
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## McDonald's Corporation

**Meeting Date:** 05/25/2023      **Country:** USA      **Ticker:** MCD  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 580135101

**Shares Voted:** 33,919

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Kareem Daniel	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director Lloyd Dean	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					

# McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Catherine Engelbert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Margaret Georgiadis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Richard Lenny	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director John Mulligan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Jennifer Taubert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Paul Walsh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Amy Weaver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Miles White	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
5	Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	SH	Against	Against	Against
6	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Against	Against
7	Report on Risks Related to Operations in China	SH	Against	Against	Against
8	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
9	Report on Lobbying Payments and Policy	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>				
10	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against	Against

# McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Report on Animal Welfare	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this resolution is warranted. Additional disclosure on how the key is measuring animal welfare would allow shareholders to better be able to assess the effectiveness of the company's animal welfare efforts and management of related risks.</i></p>					

# Medical Properties Trust, Inc.

**Meeting Date:** 05/25/2023      **Country:** USA      **Ticker:** MPW  
**Record Date:** 03/29/2023      **Meeting Type:** Annual  
**Primary Security ID:** 58463J304

**Shares Voted:** 108,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward K. Aldag, Jr.	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.2	Elect Director G. Steven Dawson	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.3	Elect Director R. Steven Hamner	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.4	Elect Director Caterina A. Mozingo	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.5	Elect Director Emily W. Murphy	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.6	Elect Director Elizabeth N. Pitman	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.7	Elect Director D. Paul Sparks, Jr.	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.8	Elect Director Michael G. Stewart	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.9	Elect Director C. Reynolds Thompson, III	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
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



# Mohawk Industries, Inc.

Meeting Date: 05/25/2023

Country: USA

Ticker: MHK

Record Date: 03/30/2023

Meeting Type: Annual

Primary Security ID: 608190104

Shares Voted: 2,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Karen A. Smith Bogart	Mgmt	For	For	For
1.2	Elect Director Jeffrey S. Lorberbaum	Mgmt	For	For	For
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	Oversee and Report a Racial Equity Audit	SH	Against	For	For

*Voter Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Mohawk's efforts to address the issue of any inequality in its workforce and its management of related risks.*

# Navient Corporation

Meeting Date: 05/25/2023

Country: USA

Ticker: NAVI

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: 63938C108

Shares Voted: 19,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Frederick Arnold	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Edward J. Bramson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Anna Escobedo Cabral	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Larry A. Klane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Michael A. Lawson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Linda A. Mills	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director John (Jack) F. Remondi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Navient Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Jane J. Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Laura S. Unger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director David L. Yowan	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

## Old Republic International Corporation

Meeting Date: 05/25/2023

Country: USA

Ticker: ORI

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 680223104

Shares Voted: 51,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara A. Adachi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Charles J. Kovaleski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Craig R. Smiddy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Fredricka Taubitz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## ONE Gas, Inc.

Meeting Date: 05/25/2023

Country: USA

Ticker: OGS

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 68235P108

Shares Voted: 9,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert B. Evans	Mgmt	For	For	For
1.2	Elect Director John W. Gibson	Mgmt	For	For	For
1.3	Elect Director Tracy E. Hart	Mgmt	For	For	For
1.4	Elect Director Michael G. Hutchinson	Mgmt	For	For	For
1.5	Elect Director Robert S. McAnnally	Mgmt	For	For	For
1.6	Elect Director Pattye L. Moore	Mgmt	For	For	For
1.7	Elect Director Eduardo L. Rodriguez	Mgmt	For	For	For
1.8	Elect Director Douglas H. Yaeger	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Pioneer Natural Resources Company

Meeting Date: 05/25/2023

Country: USA

Ticker: PXD

Record Date: 03/30/2023

Meeting Type: Annual

Primary Security ID: 723787107

Shares Voted: 11,017

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director A.R. Alameddine	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Lori G. Billingsley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Edison C. Buchanan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Richard P. Dealy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Maria S. Dreyfus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Matthew M. Gallagher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Phillip A. Gobe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Pioneer Natural Resources Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Stacy P. Methvin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Royce W. Mitchell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Scott D. Sheffield	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director J. Kenneth Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Phoebe A. Wood	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

## Royal Gold, Inc.

**Meeting Date:** 05/25/2023      **Country:** USA      **Ticker:** RGLD  
**Record Date:** 03/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** 780287108

Shares Voted: 11,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fabiana Chubbs	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Kevin McArthur	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Sybil Veenman	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
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

## SBA Communications Corporation

Meeting Date: 05/25/2023

Country: USA

Ticker: SBAC

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 78410G104

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven E. Bernstein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Laurie Bowen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Amy E. Wilson	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

## Sotera Health Company

Meeting Date: 05/25/2023

Country: USA

Ticker: SHC

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: 83601L102

Shares Voted: 17,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sean L. Cunningham	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST non-independent director nominees Sean Cunningham and Robert Knauss is warranted for failing to establish a board on which a majority of the directors are independent directors. A vote AGAINST Sean Cunningham is further warranted for serving as a non-independent member of a key board committee. A vote AGAINST Governance Committee member Sean Cunningham is further warranted for failing to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee Vincent Petrella is warranted.</i>				
1b	Elect Director Robert B. Knauss	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST non-independent director nominees Sean Cunningham and Robert Knauss is warranted for failing to establish a board on which a majority of the directors are independent directors. A vote AGAINST Sean Cunningham is further warranted for serving as a non-independent member of a key board committee. A vote AGAINST Governance Committee member Sean Cunningham is further warranted for failing to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee Vincent Petrella is warranted.</i>				
1c	Elect Director Vincent K. Petrella	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST non-independent director nominees Sean Cunningham and Robert Knauss is warranted for failing to establish a board on which a majority of the directors are independent directors. A vote AGAINST Sean Cunningham is further warranted for serving as a non-independent member of a key board committee. A vote AGAINST Governance Committee member Sean Cunningham is further warranted for failing to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee Vincent Petrella is warranted.</i>				

## Sotera Health Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST this proposal is warranted. Although annual incentives were primarily determined by a pre-set financial metric, significant concerns are noted as equity awards were entirely time-vesting, including the relatively large one-time retention awards. Shareholders generally expect one-time awards to be contingent on rigorous performance-vesting conditions, particularly when considering the total value of the CEO's equity awards.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Taylor Morrison Home Corporation

**Meeting Date:** 05/25/2023      **Country:** USA      **Ticker:** TMHC  
**Record Date:** 03/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 87724P106

Shares Voted: 19,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Lane	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director William H. Lyon	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director Anne L. Mariucci	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director David C. Merritt	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1e	Elect Director Andrea (Andi) Owen	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1f	Elect Director Sheryl D. Palmer	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1g	Elect Director Denise F. Warren	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1h	Elect Director Christopher Yip	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Tenet Healthcare Corporation

**Meeting Date:** 05/25/2023      **Country:** USA      **Ticker:** THC  
**Record Date:** 03/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 88033G407

# Tenet Healthcare Corporation

Shares Voted: 19,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Robert Kerrey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director James L. Bierman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Richard W. Fisher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Meghan M. FitzGerald	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Cecil D. Haney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Christopher S. Lynch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Richard J. Mark	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Tammy Romo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Saumya Sutaria	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Nadja Y. West	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	Report on Policies Regarding Patients' Right to Access Abortions in Emergencies	SH	Against	Against	Against

# The Interpublic Group of Companies, Inc.

Meeting Date: 05/25/2023

Country: USA

Ticker: IPG

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: 460690100

## The Interpublic Group of Companies, Inc.

Shares Voted: 18,016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jocelyn Carter-Miller	Mgmt	For	For	For
1.2	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For	For
1.3	Elect Director Dawn Hudson	Mgmt	For	For	For
1.4	Elect Director Philippe Krakowsky	Mgmt	For	For	For
1.5	Elect Director Jonathan F. Miller	Mgmt	For	For	For
1.6	Elect Director Patrick Q. Moore	Mgmt	For	For	For
1.7	Elect Director Linda S. Sanford	Mgmt	For	For	For
1.8	Elect Director David M. Thomas	Mgmt	For	For	For
1.9	Elect Director E. Lee Wyatt Jr.	Mgmt	For	For	For
2	Ratify Pricewaterhousecoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against

## The Mosaic Company

Meeting Date: 05/25/2023

Country: USA

Ticker: MOS

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: 61945C103

Shares Voted: 15,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl K. Beebe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Gregory L. Ebel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Timothy S. Gitzel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Denise C. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Emery N. Koenig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## The Mosaic Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director James (Joc) C. O'Rourke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director David T. Seaton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Steven M. Seibert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Joao Roberto Goncalves Teixeira	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Gretchen H. Watkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	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	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 small.</i>				
7	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency on the company's efforts to address its value chain emissions, mitigating risks related to a transition to a lower-carbon energy system, and take advantage of growing opportunities.</i>				

## Unum Group

**Meeting Date:** 05/25/2023      **Country:** USA      **Ticker:** UNM  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 91529Y106

Shares Voted: 33,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Theodore H. Bunting, Jr.	Mgmt	For	For	For
1b	Elect Director Susan L. Cross	Mgmt	For	For	For
1c	Elect Director Susan D. DeVore	Mgmt	For	For	For
1d	Elect Director Joseph J. Echevarria	Mgmt	For	For	For

## Unum Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Cynthia L. Egan	Mgmt	For	For	For
1f	Elect Director Kevin T. Kabat	Mgmt	For	For	For
1g	Elect Director Timothy F. Keane	Mgmt	For	For	For
1h	Elect Director Gale V. King	Mgmt	For	For	For
1i	Elect Director Gloria C. Larson	Mgmt	For	For	For
1j	Elect Director Richard P. McKenney	Mgmt	For	For	For
1k	Elect Director Ronald P. O'Hanley	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For

## VeriSign, Inc.

**Meeting Date:** 05/25/2023

**Country:** USA

**Ticker:** VRSN

**Record Date:** 03/31/2023

**Meeting Type:** Annual

**Primary Security ID:** 92343E102

**Shares Voted:** 4,233

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director D. James Bidzos	Mgmt	For	For	For
1.2	Elect Director Courtney D. Armstrong	Mgmt	For	For	For
1.3	Elect Director Yehuda Ari Buchalter	Mgmt	For	For	For
1.4	Elect Director Kathleen A. Cote	Mgmt	For	For	For
1.5	Elect Director Thomas F. Frist, III	Mgmt	For	For	For
1.6	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1.7	Elect Director Roger H. Moore	Mgmt	For	For	For
1.8	Elect Director Timothy Tomlinson	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 KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

## Victoria's Secret & Co.

Meeting Date: 05/25/2023

Country: USA

Ticker: VSCO

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: 926400102

Shares Voted: 14,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Irene Chang Britt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Sarah Davis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Jacqueline Hernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Donna James	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Mariam Naficy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Lauren Peters	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Anne Sheehan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Martin Waters	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

## Voya Financial, Inc.

Meeting Date: 05/25/2023

Country: USA

Ticker: VOYA

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: 929089100

Shares Voted: 17,600

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

## Voya Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Yvette S. Butler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jane P. Chwick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Kathleen DeRose	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Hikmet Ersek	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Ruth Ann M. Gillis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Heather Lavallee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Aylwin B. Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Rodney O. Martin, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Joseph V. Tripodi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director David Zwiener	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. In FY22, the CEO received one-time equity awards, the large majority of which are based on achieving stock price goals. While a supplemental filing clarifies the stock price goals must be sustained for 30 days, the structure may nevertheless result in vesting for relatively short spikes in stock price without requiring long-term sustained share price appreciation, and proxy statement disclosure concerning the awards is limited. Additionally, there are concerns surrounding the regular pay program structure. While annual incentives are primarily based on objective financial metrics, there are concerns about the disclosure related to the strategic initiatives component and the targets for the financial metrics, which were set below last year's achieved performance without a corresponding pay reduction. A majority of long-term incentives are based on multi-year performance goals and another supplemental filing discloses a vesting cap on the relative TSR component if absolute TSR is negative; however, forward-looking PSU goals are not disclosed and the closing-cycle relative TSR metric targets merely the median.</i>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Wintrust Financial Corporation

**Meeting Date:** 05/25/2023

**Country:** USA

**Ticker:** WTFC

**Record Date:** 03/30/2023

**Meeting Type:** Annual

**Primary Security ID:** 97650W108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth H. Connelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Timothy S. Crane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Peter D. Crist	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director William J. Doyle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Marla F. Glabe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director H. Patrick Hackett, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Scott K. Heitmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Brian A. Kenney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Deborah L. Hall Lefevre	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Suzet M. McKinney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Gary D. "Joe" Sweeney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Karin Gustafson Teglia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Alex E. Washington, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.14	Elect Director Edward J. Wehmer	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

## Xerox Holdings Corporation

Meeting Date: 05/25/2023

Country: USA

Ticker: XRX

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: 98421M106

Shares Voted: 20,315

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven J. Bandrowczak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Philip V. Giordano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Scott Letier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jesse A. Lynn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Nichelle Maynard-Elliott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Steven D. Miller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director James L. Nelson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Margarita Palau-Hernandez	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
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. While the company's current severance arrangements are within market practice, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.</i>				

## Lowe's Companies, Inc.

Meeting Date: 05/26/2023

Country: USA

Ticker: LOW

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 548661107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Scott H. Baxter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Brian C. Rogers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Colleen Taylor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Mary Beth West	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	Require Independent Board Chair	SH	Against	Against	Against

**Silgan Holdings, Inc.**

Meeting Date: 05/30/2023

Country: USA

Ticker: SLGN

Record Date: 04/05/2023

Meeting Type: Annual

Primary Security ID: 827048109

## Silgan Holdings, Inc.

Shares Voted: 15,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leigh J. Abramson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Robert B. Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Niharika Ramdev	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Axon Enterprise, Inc.

Meeting Date: 05/31/2023

Country: USA

Ticker: AXON

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 05464C101

Shares Voted: 12,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Adriane Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Mark Kroll is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1B	Elect Director Michael Garnreiter	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Mark Kroll is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1C	Elect Director Mark W. Kroll	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Mark Kroll is warranted for serving as a non-independent member of a key board committee.</i>				
1D	Elect Director Matthew R. McBrady	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Mark Kroll is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1E	Elect Director Hadi Partovi	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Mark Kroll is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1F	Elect Director Graham Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Mark Kroll is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				



## Axon Enterprise, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1G	Elect Director Patrick W. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Mark Kroll is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
1H	Elect Director Jeri Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Mark Kroll is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. While certain concerns are noted, namely regarding NEO equity awards made during the year in review, 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</i>				
4	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
5	Approve Stock Option Grants to Patrick W. Smith	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Concerns regarding the magnitude and design of the proposed mega option award outweigh the considerable performance criteria upon which it is conditioned. The grant size is considered to be excessive and effectively locks in high pay opportunities for multiple years. The structure restricts the board's ability to meaningfully adjust future pay levels or incentive metrics. Lastly, investors may question the need for another sizable stock award to a CEO who owns a substantial portion of the company's stock.</i>				
6	Discontinue the Development and Plans for Sale of a Remotely-operated, Non-lethal TASER Drone System	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the request to stop the development of the product is too prescriptive. However, this is noted as a cautionary against as the proponent raises important questions of risk oversight and shareholders would benefit from more information about the company's processes to assess and mitigate future potential risks.</i>				

## Chevron Corporation

**Meeting Date:** 05/31/2023

**Country:** USA

**Ticker:** CVX

**Record Date:** 04/03/2023

**Meeting Type:** Annual

**Primary Security ID:** 166764100

**Shares Voted:** 82,316

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director John B. Frank	Mgmt	For	For	For
1c	Elect Director Alice P. Gast	Mgmt	For	For	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1g	Elect Director Charles W. Moorman	Mgmt	For	For	For

## Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For	For
1j	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Rescind Scope 3 GHG Reduction Proposal	SH	Against	Against	Against
6	Adopt Medium-Term Scope 3 GHG Reduction Target	SH	Against	Against	Against
7	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	SH	Against	Against	Against
8	Establish Board Committee on Decarbonization Risk	SH	Against	Against	Against
9	Report on Social Impact From Plant Closure or Energy Transition	SH	Against	Against	Against
10	Oversee and Report a Racial Equity Audit	SH	Against	Against	Against
11	Publish a Tax Transparency Report	SH	Against	Against	Against
12	Require Independent Board Chair	SH	Against	Against	Against

## Dollar General Corporation

**Meeting Date:** 05/31/2023      **Country:** USA      **Ticker:** DG  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 256677105

**Shares Voted:** 10,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warren F. Bryant	Mgmt	For	For	For
1b	Elect Director Michael M. Calbert	Mgmt	For	For	For
1c	Elect Director Ana M. Chadwick	Mgmt	For	For	For
1d	Elect Director Patricia D. Fili-Krushel	Mgmt	For	For	For
1e	Elect Director Timothy I. McGuire	Mgmt	For	For	For
1f	Elect Director Jeffery C. Owen	Mgmt	For	For	For
1g	Elect Director Debra A. Sandler	Mgmt	For	For	For

## Dollar General Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Ralph E. Santana	Mgmt	For	For	For
1i	Elect Director Todd J. Vasos	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on 2025 Cage-Free Egg Goal	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as the requested disclosure would help shareholders evaluate the effectiveness of the company's cage-free egg goal and management of any related risks.</i></p>					
6	Amend Right to Call Special Meeting	SH	Against	Against	Against
7	Oversee and Report a Workplace Health and Safety Audit	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted as the company has been placed on OSHA's 'severe violator' list and an independent audit would help shareholders evaluate the effectiveness of the company's related policies and practices and management of potential risks.</i></p>					

## Exelixis, Inc.

**Meeting Date:** 05/31/2023      **Country:** USA      **Ticker:** EXEL  
**Record Date:** 04/03/2023      **Meeting Type:** Proxy Contest  
**Primary Security ID:** 30161Q104

Shares Voted: 58,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proxy (Gold Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 11 Directors	Mgmt			
1a	Elect Management Nominee Director Maria C. Freire	Mgmt	For	Refer	Do Not Vote
1b	Elect Management Nominee Director Alan M. Garber	Mgmt	For	Refer	Do Not Vote
1c	Elect Management Nominee Director Michael M. Morrissey	Mgmt	For	Refer	Do Not Vote
1d	Elect Management Nominee Director Stelios Papadopoulos	Mgmt	For	Refer	Do Not Vote
1e	Elect Management Nominee Director George Poste	Mgmt	For	Refer	Do Not Vote
1f	Elect Management Nominee Director Julie Anne Smith	Mgmt	For	Refer	Do Not Vote
1g	Elect Management Nominee Director Lance Willsey *Withdrawn Resolution*	Mgmt			
1h	Elect Management Nominee Director Jacqueline Wright	Mgmt	For	Refer	Do Not Vote

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1i	Elect Management Nominee Director Jack L. Wyszomierski	Mgmt	For	Refer	Do Not Vote
1j	Elect Opposition Nominee Director Tomas J. Heyman	SH	For	Refer	Do Not Vote
1k	Elect Opposition Nominee Director Robert 'Bob' Oliver, Jr.	SH	For	Refer	Do Not Vote
1l	Elect Opposition Nominee Director David E. Johnson	SH	None	Refer	Do Not Vote
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Do Not Vote
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	Do Not Vote
	Dissident Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 11 Directors	Mgmt			
1.1	Elect Opposition Nominee Director Tomas J. Heyman	SH	For	Refer	For
1.2	Elect Opposition Nominee Director David E. Johnson	SH	For	Refer	For
1.3	Elect Opposition Nominee Director Robert 'Bob' Oliver, Jr.	SH	For	Refer	For
1.4	Elect Management Nominee Director Maria C. Freire	Mgmt	None	Refer	For
1.5	Elect Management Nominee Director Alan M. Garber	Mgmt	None	Refer	For
1.6	Elect Management Nominee Director Michael M. Morrissey	Mgmt	None	Refer	For
1.7	Elect Management Nominee Director Stelios Papadopoulos	Mgmt	None	Refer	For
1.8	Elect Management Nominee Director George Poste	Mgmt	None	Refer	For
1.9	Elect Management Nominee Director Julie Anne Smith	Mgmt	None	Refer	For
1.10	Elect Management Nominee Director Jacqueline Wright	Mgmt	None	Refer	For
1.11	Elect Management Nominee Director Jack L. Wyszomierski	Mgmt	None	Refer	For
1.12	Elect Management Nominee Director Lance Willsey *Withdrawn Resolution*	Mgmt			
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Refer	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	One Year

Meeting Date: 05/31/2023

Country: USA

Ticker: EXPE

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 30212P303

Shares Voted: 6,978

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel Altman	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for both incumbent nominating committee members, Chelsea Clinton and Craig Jacobson, as well as for Clinton, Jacobson, and Beverly Anderson as members of the compensation committee, for the board's failure to address the issues that led to two directors receiving majority withhold votes at the 2022 annual meeting. WITHHOLD votes are warranted for Barry Diller due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>				
1b	Elect Director Beverly Anderson	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for both incumbent nominating committee members, Chelsea Clinton and Craig Jacobson, as well as for Clinton, Jacobson, and Beverly Anderson as members of the compensation committee, for the board's failure to address the issues that led to two directors receiving majority withhold votes at the 2022 annual meeting. WITHHOLD votes are warranted for Barry Diller due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company.</i></p>				
1c	Elect Director M. Moina Banerjee	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for both incumbent nominating committee members, Chelsea Clinton and Craig Jacobson, as well as for Clinton, Jacobson, and Beverly Anderson as members of the compensation committee, for the board's failure to address the issues that led to two directors receiving majority withhold votes at the 2022 annual meeting. WITHHOLD votes are warranted for Barry Diller due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>				
1d	Elect Director Chelsea Clinton	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for both incumbent nominating committee members, Chelsea Clinton and Craig Jacobson, as well as for Clinton, Jacobson, and Beverly Anderson as members of the compensation committee, for the board's failure to address the issues that led to two directors receiving majority withhold votes at the 2022 annual meeting. WITHHOLD votes are warranted for Barry Diller due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company.</i></p>				
1e	Elect Director Barry Diller	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for both incumbent nominating committee members, Chelsea Clinton and Craig Jacobson, as well as for Clinton, Jacobson, and Beverly Anderson as members of the compensation committee, for the board's failure to address the issues that led to two directors receiving majority withhold votes at the 2022 annual meeting. WITHHOLD votes are warranted for Barry Diller due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company.</i></p>				
1f	Elect Director Henrique Dubugras	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for both incumbent nominating committee members, Chelsea Clinton and Craig Jacobson, as well as for Clinton, Jacobson, and Beverly Anderson as members of the compensation committee, for the board's failure to address the issues that led to two directors receiving majority withhold votes at the 2022 annual meeting. WITHHOLD votes are warranted for Barry Diller due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Craig Jacobson	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for both incumbent nominating committee members, Chelsea Clinton and Craig Jacobson, as well as for Clinton, Jacobson, and Beverly Anderson as members of the compensation committee, for the board's failure to address the issues that led to two directors receiving majority withhold votes at the 2022 annual meeting. WITHHOLD votes are warranted for Barry Diller due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company.</i></p>				
1h	Elect Director Peter Kern	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for both incumbent nominating committee members, Chelsea Clinton and Craig Jacobson, as well as for Clinton, Jacobson, and Beverly Anderson as members of the compensation committee, for the board's failure to address the issues that led to two directors receiving majority withhold votes at the 2022 annual meeting. WITHHOLD votes are warranted for Barry Diller due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>				
1i	Elect Director Dara Khosrowshahi	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for both incumbent nominating committee members, Chelsea Clinton and Craig Jacobson, as well as for Clinton, Jacobson, and Beverly Anderson as members of the compensation committee, for the board's failure to address the issues that led to two directors receiving majority withhold votes at the 2022 annual meeting. WITHHOLD votes are warranted for Barry Diller due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company.</i></p>				
1j	Elect Director Patricia Menendez Cambo	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for both incumbent nominating committee members, Chelsea Clinton and Craig Jacobson, as well as for Clinton, Jacobson, and Beverly Anderson as members of the compensation committee, for the board's failure to address the issues that led to two directors receiving majority withhold votes at the 2022 annual meeting. WITHHOLD votes are warranted for Barry Diller due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>				
1k	Elect Director Alex von Furstenberg	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for both incumbent nominating committee members, Chelsea Clinton and Craig Jacobson, as well as for Clinton, Jacobson, and Beverly Anderson as members of the compensation committee, for the board's failure to address the issues that led to two directors receiving majority withhold votes at the 2022 annual meeting. WITHHOLD votes are warranted for Barry Diller due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>				
1l	Elect Director Julie Whalen	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for both incumbent nominating committee members, Chelsea Clinton and Craig Jacobson, as well as for Clinton, Jacobson, and Beverly Anderson as members of the compensation committee, for the board's failure to address the issues that led to two directors receiving majority withhold votes at the 2022 annual meeting. WITHHOLD votes are warranted for Barry Diller due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<p><i>Voter Rationale: A vote AGAINST this proposal is warranted. A lack of at-risk, performance-based pay elements under the compensation program underscores a pay-for-performance misalignment for the year under review. Specifically, the company does not have a formal annual incentive program and NEOs received only fixed cash compensation for FY22. In addition, of the two NEOs that received performance-based equity awards in FY22, only one of those awards comprised a significant portion of the executive's equity mix. Further, the new CFO received a relatively large sign-on equity grant that lacks any performance conditions. These pay decisions are particularly concerning, given that investors increasingly prefer for a meaningful portion of executive incentive pay to be tied pre-set performance goals.</i></p>				

## Expedia Group, Inc.

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
<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>					
4	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- The plan permits liberal recycling of shares- The plan allows broad discretion to accelerate vesting</i>					
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted given that: • The purchase price is reasonable; • The number of shares reserved is relatively conservative; and • The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>					
6	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>					

## Exxon Mobil Corporation

**Meeting Date:** 05/31/2023      **Country:** USA      **Ticker:** XOM  
**Record Date:** 04/05/2023      **Meeting Type:** Annual  
**Primary Security ID:** 30231G102

**Shares Voted:** 190,530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For	For
1.2	Elect Director Susan K. Avery	Mgmt	For	For	For
1.3	Elect Director Angela F. Braly	Mgmt	For	For	For
1.4	Elect Director Gregory J. Goff	Mgmt	For	For	For
1.5	Elect Director John D. Harris, II	Mgmt	For	For	For
1.6	Elect Director Kaisa H. Hietala	Mgmt	For	For	For
1.7	Elect Director Joseph L. Hooley	Mgmt	For	For	For
1.8	Elect Director Steven A. Kandarian	Mgmt	For	For	For
1.9	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1.10	Elect Director Lawrence W. Kellner	Mgmt	For	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	For	For
1.12	Elect Director Darren W. Woods	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Establish Board Committee on Decarbonization Risk	SH	Against	Against	Against
6	Reduce Executive Stock Holding Period	SH	Against	Against	Against
7	Report on Carbon Capture and Storage	SH	Against	Against	Against
8	Report on Methane Emission Disclosure Reliability	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as ensuring the accuracy of the board's methane emissions disclosure will permit the company and shareholders alike to appropriately assess risks related to methane emissions.</i></p>					
9	Adopt Medium-Term Scope 3 GHG Reduction Target	SH	Against	Against	Against
10	Issue a Report on Worst-Case Impacts of Oil Spills from Operations Offshore of Guyana	SH	Against	Against	Against
11	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	SH	Against	Against	Against
12	Report on Asset Retirement Obligations Under IEA NZE Scenario	SH	Against	Against	Against
13	Commission Audited Report on Reduced Plastics Demand	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.</i></p>					
14	Report on Potential Costs of Environmental Litigation	SH	Against	Against	Against
15	Publish a Tax Transparency Report	SH	Against	Against	Against
16	Report on Social Impact From Plant Closure or Energy Transition	SH	Against	Against	Against
17	Report on Benefits and Risks of Commitment to Not Develop Projects in the Arctic *Withdrawn Resolution*	SH			

## Meta Platforms, Inc.

**Meeting Date:** 05/31/2023

**Country:** USA

**Ticker:** META

**Record Date:** 04/06/2023

**Meeting Type:** Annual

**Primary Security ID:** 30303M102

**Shares Voted:** 104,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Refer	Withhold
<p><i>Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, &amp; governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>					



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, &amp; governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>				
1.3	Elect Director Andrew W. Houston	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, &amp; governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>				
1.4	Elect Director Nancy Killefer	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, &amp; governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>				
1.5	Elect Director Robert M. Kimmitt	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, &amp; governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>				
1.6	Elect Director Sheryl K. Sandberg	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, &amp; governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>				
1.7	Elect Director Tracey T. Travis	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, &amp; governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Tony Xu	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, &amp; governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director Mark Zuckerberg	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, &amp; governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining 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	Report on Government Take Down Requests	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the company provides enough information for shareholders to understand its policies and processes for removing content.</i>				
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>				
5	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's management of risks related to its targeted advertising policies and practices.</i>				
6	Report on Lobbying Payments and Policy	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional reporting on the company's direct and indirect lobbying practices, policies, and expenditures would benefit shareholders in assessing its management of related risks.</i>				
7	Report on Allegations of Political Entanglement and Content Management Biases in India	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this resolution is warranted, as the company has taken actions to improve transparency about its operations in India through a third-party HRIA and subsequent reporting.</i>				
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's direct and indirect climate lobbying, and how the company would plan to mitigate any risks that might be identified.</i>				
9	Report on Data Privacy regarding Reproductive Healthcare	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The company is legally required to comply with information requests but could be doing more to protect consumers' data privacy and protect the company from further reputational risk.</i>				
10	Report on Enforcement of Community Standards and User Content	SH	Against	Against	Against

## Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Report on Child Safety and Harm Reduction	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.</i>				
12	Report on Executive Pay Calibration to Externalized Costs	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as the request is not considered burdensome, the company's executive compensation metrics do not clearly disclose weightings or metrics, and there is ambiguity into the impact that environmental and other globally-focused goals have on the annual bonus payout.</i>				
13	Commission Independent Review of Audit & Risk Oversight Committee	SH	Against	Against	Against

## Penumbra, Inc.

**Meeting Date:** 05/31/2023      **Country:** USA      **Ticker:** PEN  
**Record Date:** 04/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 70975L107

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arani Bose	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Bridget O'Rourke, and Surbhi Sarna given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights A vote FOR director nominee Arani Bose is warranted.</i>				
1.2	Elect Director Bridget O'Rourke	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Bridget O'Rourke, and Surbhi Sarna given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights A vote FOR director nominee Arani Bose is warranted.</i>				
1.3	Elect Director Surbhi Sarna	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Bridget O'Rourke, and Surbhi Sarna given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights A vote FOR director nominee Arani Bose is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## SEI Investments Company

**Meeting Date:** 05/31/2023      **Country:** USA      **Ticker:** SEIC  
**Record Date:** 03/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 784117103

## SEI Investments Company

Shares Voted: 18,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ryan P. Hicke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Kathryn M. McCarthy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted due to a problematic pay practice. The company made a significant severance payment to a NEO following his separation from the company, which does not appear to be a qualifying termination.</i>				
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

## The Macerich Company

Meeting Date: 05/31/2023

Country: USA

Ticker: MAC

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 554382101

Shares Voted: 38,852

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peggy Alford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Eric K. Brandt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Edward C. Coppola	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Steven R. Hash	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Daniel J. Hirsch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Marianne Lowenthal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Thomas E. O'Hern	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## The Macerich Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Steven L. Soboroff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Andrea M. Stephen	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	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	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Walmart Inc.

**Meeting Date:** 05/31/2023      **Country:** USA      **Ticker:** WMT  
**Record Date:** 04/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 931142103

Shares Voted: 65,293

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Sarah J. Friar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Carla A. Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Thomas W. Horton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Gregory B. Penner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Randall L. Stephenson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director S. Robson Walton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Steuart L. Walton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: The incentive program is predominantly based on objective financial criteria and annual target goals appear reasonably rigorous. However, there are significant concerns regarding equity award structure, as the LTI program utilizes solely one-year measurement periods, rather than multi-year performance periods. This concern is heightened as the company uses an overlapping metric between the short- and long-term programs, which resulted in maximum achievement for same goal under both programs. While the company provides a rationale for its pay program structure, investors generally expect a majority of long-term awards to be tied to long-term, multi-year performance goals. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.</i>				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Consider Pay Disparity Between CEO and Other Employees	SH	Against	Against	Against
6	Report on Human Rights Due Diligence	SH	Against	Against	Against
7	Commission Third Party Racial Equity Audit	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted, as such disclosure would allow shareholders to better assess the racial equity impacts and effectiveness of the company's policies and practices.</i>				
8	Report on Racial and Gender Layoff Diversity	SH	Against	Against	Against
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
10	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against
11	Report on Risks Related to Operations in China	SH	Against	Against	Against
12	Oversee and Report a Workplace Health and Safety Audit	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as an independent audit would help shareholders evaluate the effectiveness of the company's workplace safety policies, practices, and management of potential risks.</i>				

## Williams-Sonoma, Inc.

**Meeting Date:** 05/31/2023

**Country:** USA

**Ticker:** WSM

**Record Date:** 04/05/2023

**Meeting Type:** Annual

**Primary Security ID:** 969904101

## Williams-Sonoma, Inc.

Shares Voted: 12,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Laura Alber	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Esi Eggleston Bracey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Scott Dahnke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Anne Finucane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Paula Pretlow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director William Ready	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Frits van Paasschen	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

## World Wrestling Entertainment, Inc.

Meeting Date: 05/31/2023

Country: USA

Ticker: WWE

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 98156Q108

Shares Voted: 7,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vincent K. McMahon	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Vincent (Vince) McMahon, Nick Khan, George Barrios, Paul Levesque (Triple H), and Michelle Wilson for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for George Barrios and Michelle Wilson for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Audit Committee members George Barrios and Steve Pamon given the concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. WITHHOLD votes are warranted for incumbent Governance Committee members Steven Koonin and Steve Pamon for maintaining a dual-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Vincent (Vince) McMahon as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the other director nominee is warranted.</i>				

# World Wrestling Entertainment, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Nick Khan	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Vincent (Vince) McMahon, Nick Khan, George Barrios, Paul Levesque (Triple H), and Michelle Wilson for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for George Barrios and Michelle Wilson for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Audit Committee members George Barrios and Steve Pamon given the concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. WITHHOLD votes are warranted for incumbent Governance Committee members Steven Koonin and Steve Pamon for maintaining a dual-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Vincent (Vince) McMahon as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the other director nominee is warranted.</i></p>				
1.3	Elect Director Paul "Triple H" Levesque	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Vincent (Vince) McMahon, Nick Khan, George Barrios, Paul Levesque (Triple H), and Michelle Wilson for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for George Barrios and Michelle Wilson for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Audit Committee members George Barrios and Steve Pamon given the concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. WITHHOLD votes are warranted for incumbent Governance Committee members Steven Koonin and Steve Pamon for maintaining a dual-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Vincent (Vince) McMahon as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the other director nominee is warranted.</i></p>				
1.4	Elect Director George A. Barrios	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Vincent (Vince) McMahon, Nick Khan, George Barrios, Paul Levesque (Triple H), and Michelle Wilson for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for George Barrios and Michelle Wilson for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Audit Committee members George Barrios and Steve Pamon given the concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. WITHHOLD votes are warranted for incumbent Governance Committee members Steven Koonin and Steve Pamon for maintaining a dual-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Vincent (Vince) McMahon as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the other director nominee is warranted.</i></p>				
1.5	Elect Director Steve Koonin	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Vincent (Vince) McMahon, Nick Khan, George Barrios, Paul Levesque (Triple H), and Michelle Wilson for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for George Barrios and Michelle Wilson for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Audit Committee members George Barrios and Steve Pamon given the concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. WITHHOLD votes are warranted for incumbent Governance Committee members Steven Koonin and Steve Pamon for maintaining a dual-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Vincent (Vince) McMahon as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the other director nominee is warranted.</i></p>				
1.6	Elect Director Michelle R. McKenna	Mgmt	For	For	For
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Vincent (Vince) McMahon, Nick Khan, George Barrios, Paul Levesque (Triple H), and Michelle Wilson for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for George Barrios and Michelle Wilson for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Audit Committee members George Barrios and Steve Pamon given the concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. WITHHOLD votes are warranted for incumbent Governance Committee members Steven Koonin and Steve Pamon for maintaining a dual-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Vincent (Vince) McMahon as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the other director nominee is warranted.</i></p>				



## World Wrestling Entertainment, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Steve Pamon	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Vincent (Vince) McMahon, Nick Khan, George Barrios, Paul Levesque (Triple H), and Michelle Wilson for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for George Barrios and Michelle Wilson for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Audit Committee members George Barrios and Steve Pamon given the concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. WITHHOLD votes are warranted for incumbent Governance Committee members Steven Koonin and Steve Pamon for maintaining a dual-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Vincent (Vince) McMahon as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the other director nominee is warranted.</i></p>				
1.8	Elect Director Michelle D. Wilson	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Vincent (Vince) McMahon, Nick Khan, George Barrios, Paul Levesque (Triple H), and Michelle Wilson for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for George Barrios and Michelle Wilson for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Audit Committee members George Barrios and Steve Pamon given the concerns regarding the committee's risk oversight function in light of the pledging of a significant amount of the company's common stock. WITHHOLD votes are warranted for incumbent Governance Committee members Steven Koonin and Steve Pamon for maintaining a dual-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Vincent (Vince) McMahon as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the other director nominee is warranted.</i></p>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
	<p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<p><i>Voter Rationale: A vote AGAINST this proposal is warranted. Although annual incentives were determined by pre-set financial metrics and annual-cycle equity awards were entirely performance conditioned, significant concerns are noted under both incentive programs. First, the CEO's FY22 base salary and target bonus opportunity were relatively high and will be increased further in FY23. In addition, PSUs utilize overlapping one-year metrics with the annual incentive program, which resulted in above-target payouts under both programs for duplicative performance. Significant concerns are also raised regarding the one-time awards granted to multiple NEOs during FY22. Although some of the awards are performance based, the proxy offers very limited disclosure regarding performance conditions, which is particularly concerning given the significant upside.</i></p>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<p><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></p>				

## ACI Worldwide, Inc.

**Meeting Date:** 06/01/2023      **Country:** USA      **Ticker:** ACIW  
**Record Date:** 04/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 004498101

**Shares Voted:** 20,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janet O. Estep	Mgmt	For	For	For
	<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>				
1.2	Elect Director James C. Hale, III	Mgmt	For	For	For
	<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>				

## ACI Worldwide, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Mary P. Harman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Charles E. Peters, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Adalio T. Sanchez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Thomas W. Warsop, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Samir M. Zabaneh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

## Celsius Holdings, Inc.

**Meeting Date:** 06/01/2023

**Country:** USA

**Ticker:** CELH

**Record Date:** 04/03/2023

**Meeting Type:** Annual

**Primary Security ID:** 15118V207

**Shares Voted:** 7,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John Fieldly	Mgmt	For	For	For
	<i>Voter Rationale: In the absence of a say-on-pay proposal, a cautionary vote FOR is warranted for compensation committee members Hal Kravitz, Nicholas Castaldo, Alexandre Ruberti, and Joyce Russell for demonstrating only limited responsiveness to shareholder concerns following last year's low say-on-pay support. A vote FOR the incumbent members of the Governance and Nominating Committee, Damon DeSantis, Nicholas Castaldo, Cheryl S. Miller and Caroline Levy is warranted, with caution, due to the unilateral adoption of an unduly-restrictive exclusive forum provision for state corporate law matters. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Nicholas Castaldo	Mgmt	For	For	For
	<i>Voter Rationale: In the absence of a say-on-pay proposal, a cautionary vote FOR is warranted for compensation committee members Hal Kravitz, Nicholas Castaldo, Alexandre Ruberti, and Joyce Russell for demonstrating only limited responsiveness to shareholder concerns following last year's low say-on-pay support. A vote FOR the incumbent members of the Governance and Nominating Committee, Damon DeSantis, Nicholas Castaldo, Cheryl S. Miller and Caroline Levy is warranted, with caution, due to the unilateral adoption of an unduly-restrictive exclusive forum provision for state corporate law matters. A vote FOR the remaining director nominees is warranted.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Caroline Levy	Mgmt	For	For	For
	<i>Voter Rationale: In the absence of a say-on-pay proposal, a cautionary vote FOR is warranted for compensation committee members Hal Kravitz, Nicholas Castaldo, Alexandre Ruberti, and Joyce Russell for demonstrating only limited responsiveness to shareholder concerns following last year's low say-on-pay support. A vote FOR the incumbent members of the Governance and Nominating Committee, Damon DeSantis, Nicholas Castaldo, Cheryl S. Miller and Caroline Levy is warranted, with caution, due to the unilateral adoption of an unduly-restrictive exclusive forum provision for state corporate law matters. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Hal Kravitz	Mgmt	For	For	For
	<i>Voter Rationale: In the absence of a say-on-pay proposal, a cautionary vote FOR is warranted for compensation committee members Hal Kravitz, Nicholas Castaldo, Alexandre Ruberti, and Joyce Russell for demonstrating only limited responsiveness to shareholder concerns following last year's low say-on-pay support. A vote FOR the incumbent members of the Governance and Nominating Committee, Damon DeSantis, Nicholas Castaldo, Cheryl S. Miller and Caroline Levy is warranted, with caution, due to the unilateral adoption of an unduly-restrictive exclusive forum provision for state corporate law matters. A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director Alexandre Ruberti	Mgmt	For	For	For
	<i>Voter Rationale: In the absence of a say-on-pay proposal, a cautionary vote FOR is warranted for compensation committee members Hal Kravitz, Nicholas Castaldo, Alexandre Ruberti, and Joyce Russell for demonstrating only limited responsiveness to shareholder concerns following last year's low say-on-pay support. A vote FOR the incumbent members of the Governance and Nominating Committee, Damon DeSantis, Nicholas Castaldo, Cheryl S. Miller and Caroline Levy is warranted, with caution, due to the unilateral adoption of an unduly-restrictive exclusive forum provision for state corporate law matters. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director Cheryl S. Miller	Mgmt	For	For	For
	<i>Voter Rationale: In the absence of a say-on-pay proposal, a cautionary vote FOR is warranted for compensation committee members Hal Kravitz, Nicholas Castaldo, Alexandre Ruberti, and Joyce Russell for demonstrating only limited responsiveness to shareholder concerns following last year's low say-on-pay support. A vote FOR the incumbent members of the Governance and Nominating Committee, Damon DeSantis, Nicholas Castaldo, Cheryl S. Miller and Caroline Levy is warranted, with caution, due to the unilateral adoption of an unduly-restrictive exclusive forum provision for state corporate law matters. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Damon DeSantis	Mgmt	For	For	For
	<i>Voter Rationale: In the absence of a say-on-pay proposal, a cautionary vote FOR is warranted for compensation committee members Hal Kravitz, Nicholas Castaldo, Alexandre Ruberti, and Joyce Russell for demonstrating only limited responsiveness to shareholder concerns following last year's low say-on-pay support. A vote FOR the incumbent members of the Governance and Nominating Committee, Damon DeSantis, Nicholas Castaldo, Cheryl S. Miller and Caroline Levy is warranted, with caution, due to the unilateral adoption of an unduly-restrictive exclusive forum provision for state corporate law matters. A vote FOR the remaining director nominees is warranted.</i>				
1.8	Elect Director Joyce Russell	Mgmt	For	For	For
	<i>Voter Rationale: In the absence of a say-on-pay proposal, a cautionary vote FOR is warranted for compensation committee members Hal Kravitz, Nicholas Castaldo, Alexandre Ruberti, and Joyce Russell for demonstrating only limited responsiveness to shareholder concerns following last year's low say-on-pay support. A vote FOR the incumbent members of the Governance and Nominating Committee, Damon DeSantis, Nicholas Castaldo, Cheryl S. Miller and Caroline Levy is warranted, with caution, due to the unilateral adoption of an unduly-restrictive exclusive forum provision for state corporate law matters. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director James Lee	Mgmt	For	For	For
	<i>Voter Rationale: In the absence of a say-on-pay proposal, a cautionary vote FOR is warranted for compensation committee members Hal Kravitz, Nicholas Castaldo, Alexandre Ruberti, and Joyce Russell for demonstrating only limited responsiveness to shareholder concerns following last year's low say-on-pay support. A vote FOR the incumbent members of the Governance and Nominating Committee, Damon DeSantis, Nicholas Castaldo, Cheryl S. Miller and Caroline Levy is warranted, with caution, due to the unilateral adoption of an unduly-restrictive exclusive forum provision for state corporate law matters. A vote FOR the remaining director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For

Meeting Date: 06/01/2023

Country: USA

Ticker: IT

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: 366651107

Shares Voted: 3,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter E. Bisson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Richard J. Bressler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Raul E. Cesan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Karen E. Dykstra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Diana S. Ferguson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Anne Sutherland Fuchs	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director William O. Grabe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jose M. Gutierrez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Eugene A. Hall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Stephen G. Pagliuca	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Eileen M. Serra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director James C. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	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

## Netflix, Inc.

Meeting Date: 06/01/2023

Country: USA

Ticker: NFLX

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: 64110L106

Shares Voted: 20,621

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mathias Dopfner	Mgmt	For	For	For
1b	Elect Director Reed Hastings	Mgmt	For	For	For
1c	Elect Director Jay C. Hoag	Mgmt	For	For	For
1d	Elect Director Ted Sarandos	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: Following a failed say-on-pay vote result, the company disclosed its engagement efforts with shareholders, noted shareholder feedback, and made substantive changes to the pay program. This indicates sufficient responsiveness by the compensation committee. Nevertheless, there are ongoing concerns regarding the pay structure. Though improvements were made to ensure that base salaries for co-CEOs remain at a reasonable level, salaries for other NEOs may still be exceedingly large depending on their selected allocation of payment. In addition, equity awards, which remain a significant portion of executive pay, continue to lack pre-set performance vesting criteria, and the introduction of annual bonuses only covers the co-CEOs. In light of these concerns, a vote AGAINST this proposal is warranted.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Right to Call Special Meeting	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i>					
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against	Against
7	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
8	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company's management of related risks.</i>					

## New York Community Bancorp, Inc.

Meeting Date: 06/01/2023

Country: USA

Ticker: NYCB

Record Date: 04/04/2023

Meeting Type: Annual

Primary Security ID: 649445103

Shares Voted: 123,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alessandro P. DiNello	Mgmt	For	For	For
1b	Elect Director Leslie D. Dunn	Mgmt	For	For	For

## New York Community Bancorp, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Lawrence Rosano, Jr.	Mgmt	For	For	For
1d	Elect Director Robert Wann	Mgmt	For	For	For
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	Declassify the Board of Directors	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
7	Amend Omnibus Stock Plan	Mgmt	For	For	For
8	Eliminate Supermajority Vote Requirement	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. The elimination of supermajority vote requirements would improve shareholder rights and approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure they are removed.</i></p>					
9	Report on Climate Lobbying	SH	For	For	For

## Royal Caribbean Cruises Ltd.

**Meeting Date:** 06/01/2023

**Country:** Liberia

**Ticker:** RCL

**Record Date:** 04/06/2023

**Meeting Type:** Annual

**Primary Security ID:** V7780T103

**Shares Voted:** 10,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Richard D. Fain	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director William L. Kimsey	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1e	Elect Director Michael O. Leavitt	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1f	Elect Director Jason T. Liberty	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1g	Elect Director Amy McPherson	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					

## Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Maritza G. Montiel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Ann S. Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Eyal M. Ofer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Vagn O. Sorensen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Donald Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Rebecca Yeung	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

## ServiceNow, Inc.

**Meeting Date:** 06/01/2023

**Country:** USA

**Ticker:** NOW

**Record Date:** 04/04/2023

**Meeting Type:** Annual

**Primary Security ID:** 81762P102

**Shares Voted:** 9,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Bostrom	Mgmt	For	For	For
1b	Elect Director Teresa Briggs	Mgmt	For	For	For
1c	Elect Director Jonathan C. Chadwick	Mgmt	For	For	For
1d	Elect Director Paul E. Chamberlain	Mgmt	For	For	For
1e	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	For	For
1f	Elect Director Frederic B. Luddy	Mgmt	For	For	For
1g	Elect Director William R. McDermott	Mgmt	For	For	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1i	Elect Director Joseph 'Larry' Quinlan	Mgmt	For	For	For

## ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Anita M. Sands	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: Following a failed say-on-pay vote last year, the committee has demonstrated only a limited degree of responsiveness by responding to a primary shareholder concern regarding one-time awards, but the committee did not make meaningful structural improvements to the regular pay program to address shareholders' secondary feedback points. It is positive that the STIP was based primarily on financial metrics and the goals utilized were reasonable, even after a mid-year goal modification. However, there are continuing pay structure concerns that underscore a pay-for-performance misalignment. Specifically, the LTIP continues to utilize one-year measurement periods for primary metrics, with significant overlap to a STI metric and goal, and the CEO's LTI awards are relatively large in the year following a mega award. In light of these concerns, a vote AGAINST this proposal is warranted.</i></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Elect Director Deborah Black	Mgmt	For	For	For

## SiTime Corporation

**Meeting Date:** 06/01/2023      **Country:** USA      **Ticker:** SITM  
**Record Date:** 04/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 82982T106

Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Torsten G. Kreindl	Mgmt	For	Refer	For
<p><i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Torsten Kreindl and Akira Takata given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i></p>					
1.2	Elect Director Akira Takata	Mgmt	For	Refer	For
<p><i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Torsten Kreindl and Akira Takata given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: Following last year's low say-on-pay vote, the company contacted shareholders and disclosed specific details of those engagement efforts. While the committee made some positive changes to the compensation program, certain of shareholders' expressed concerns regarding the long-term incentive program were not meaningfully addressed. Additionally, an unmitigated pay-for-performance misalignment exists for the year in review. Half of annual incentives were measured against qualitative individual goals with limited disclosure. Further, while FY22 long-term incentives were entirely performance conditioned with goals that appear rigorous, concerns are raised regarding the overall magnitude, which is of note given the FY23 awards are also relatively outsized. Moreover, the percentage of performance-based equity will be reduced in FY23, and a portion of PRSUs will incorporate an overlapping metric with the annual bonus, measured over a relatively short one-year period. Given these factors, a vote AGAINST this proposal is warranted.</i></p>					
3	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>					



## SolarEdge Technologies, Inc.

Meeting Date: 06/01/2023

Country: USA

Ticker: SEDG

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 83417M104

Shares Voted: 2,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marcel Gani	Mgmt	For	For	For
1b	Elect Director Tal Payne	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Declassify the Board of Directors	Mgmt	For	For	For
<i>Voter Rationale: New Mexico favours unclassified board of directors.</i>					
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
7	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For

## Sunrun, Inc.

Meeting Date: 06/01/2023

Country: USA

Ticker: RUN

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: 86771W105

Shares Voted: 38,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie Dach	Mgmt	For	For	For
1.2	Elect Director Edward Fenster	Mgmt	For	For	For
1.3	Elect Director Mary Powell	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
<i>Voter Rationale: New Mexico favours unclassified board of directors.</i>					
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

## Trane Technologies Plc

Meeting Date: 06/01/2023

Country: Ireland

Ticker: TT

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: G8994E103

Shares Voted: 10,648

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	For
1b	Elect Director Ann C. Berzin	Mgmt	For	For	For
1c	Elect Director April Miller Boise	Mgmt	For	For	For
1d	Elect Director Gary D. Forsee	Mgmt	For	For	For
1e	Elect Director Mark R. George	Mgmt	For	For	For
1f	Elect Director John A. Hayes	Mgmt	For	For	For
1g	Elect Director Linda P. Hudson	Mgmt	For	For	For
1h	Elect Director Myles P. Lee	Mgmt	For	For	For
1i	Elect Director David S. Regnery	Mgmt	For	For	For
1j	Elect Director Melissa N. Schaeffer	Mgmt	For	For	For
1k	Elect Director John P. Surma	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Issue of Equity	Mgmt	For	For	For
6	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

## Trimble Inc.

Meeting Date: 06/01/2023

Country: USA

Ticker: TRMB

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 896239100

Shares Voted: 11,400

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

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

## Trimble Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Borje Ekholm	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Ann Fandozzi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Kaigham (Ken) Gabriel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Meaghan Lloyd	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Sandra MacQuillan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Robert G. Painter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Mark S. Peek	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Thomas Sweet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Johan Wibergh	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

## UDR, Inc.

**Meeting Date:** 06/01/2023      **Country:** USA      **Ticker:** UDR  
**Record Date:** 04/03/2023      **Meeting Type:** Annual  
**Primary Security ID:** 902653104

**Shares Voted:** 14,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine A. Cattanach	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Jon A. Grove	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Mary Ann King	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## UDR, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director James D. Klingbeil	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Clint D. McDonnough	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Robert A. McNamara	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Diane M. Morefield	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Kevin C. Nickelberry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Mark R. Patterson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Thomas W. Toomey	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Ulta Beauty, Inc.

**Meeting Date:** 06/01/2023      **Country:** USA      **Ticker:** ULTA  
**Record Date:** 04/04/2023      **Meeting Type:** Annual  
**Primary Security ID:** 90384S303

Shares Voted: 2,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michelle L. Collins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Patricia A. Little	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Heidi G. Petz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Michael C. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Declassify the Board of Directors	Mgmt	For	For	For
	<i>Voter Rationale: New Mexico favours unclassified board of directors.</i>				

## Ulta Beauty, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Provide Directors May Be Removed With or Without Cause	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	For
6	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
7	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
8	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Alphabet Inc.

**Meeting Date:** 06/02/2023      **Country:** USA      **Ticker:** GOOGL  
**Record Date:** 04/04/2023      **Meeting Type:** Annual  
**Primary Security ID:** 02079K305

Shares Voted: 276,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Sergey Brin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director John L. Hennessy	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset.</i>				
1e	Elect Director Frances H. Arnold	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset.</i>				
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director L. John Doerr	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Ann Mather	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director K. Ram Shriram	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director Robin L. Washington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining 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	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 factor(s): - The plan cost is excessive - The three-year average burn rate is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting</i>				
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST the proposal is warranted. A number of concerns are noted in the annual pay program for non-CEO NEOs. First, an annual bonus program was established based on ESG goals. However, pre-set goals were not disclosed, with the proxy only noting performance achievements after the fact, with the award appearing to pay out based on the committee's discretionary assessment of performance. Though the ESG bonus payout was halved at the committee's discretion due to "macroeconomic conditions," NEO base salaries were increased in FY22 and are relatively high. Further concerns are noted in the annual LTI program, which inexplicably switched to an LTI mix predominantly in time-vested equity in FY22, with no rationale for the change disclosed in the proxy. On top of that, two NEOs received equity grants with values in excess of the total median CEO pay for the company's peer group. The relative TSR target was non-rigorous and no vesting cap was disclosed if absolute TSR were to be negative over the performance period. CEO Pichai received a triennial equity grant in FY22, which, even on a per-year annualized basis, was relatively large compared to peers. Merely 60 percent of the award was in performance equity, half of which utilized a two-year performance period. Though the target goal was rigorous, in situations where an equity grant is intended to cover multiple years of equity, shareholders prefer that a significant percentage of the grant be in performance equity with a long-term performance period. Additionally, due to a combination of award structure and total magnitude, even with relative TSR performing well-below target, CEO Pichai would realize substantially more pay than a significant portion of his CEO peers, undermining a pay-for-performance philosophy.</i>				
5	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>				
6	Report on Lobbying Payments and Policy	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i>				
7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	SH	Against	Against	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's framework for addressing misalignments between its climate goals and direct and indirect lobbying, and how the company would plan to mitigate any risks that might be identified.</i>				
9	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against

## Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.</i>					
11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted because an independent human rights assessment would help shareholders better evaluate the company's management of risks related to the human rights impacts of its targeted advertising policies and practices.</i>					
12	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as the company has faced scrutiny over biases in its algorithmic systems and increased reporting would assist shareholders in assessing progress and management of related risks.</i>					
13	Report on Alignment of YouTube Policies With Online Safety Regulations	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as increased reporting would provide shareholders with more information on the company's management of related risks.</i>					
14	Report on Content Governance and Censorship	SH	Against	Against	Against
15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	SH	Against	Against	Against
16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
17	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i>					
18	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>					

## EPAM Systems, Inc.

**Meeting Date:** 06/02/2023      **Country:** USA      **Ticker:** EPAM  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 29414B104

**Shares Voted:** 2,700

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

## EPAM Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Jill B. Smart	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Ronald Vargo	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

## Crane NXT Co.

Meeting Date: 06/05/2023

Country: USA

Ticker: CXT

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 224441105

Shares Voted: 8,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael Dinkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director William Grogan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Cristen Kogl	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Ellen McClain	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Max H. Mitchell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Aaron W. Saak	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director John S. Stroup	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director James L. L. Tullis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year



# Healthcare Realty Trust, Inc.

Meeting Date: 06/05/2023

Country: USA

Ticker: HR

Record Date: 04/14/2023

Meeting Type: Annual

Primary Security ID: 42226K105

Shares Voted: 68,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Todd J. Meredith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John V. Abbott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Nancy H. Agee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director W. Bradley Blair, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Vicki U. Booth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Edward H. Braman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Ajay Gupta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director James J. Kilroy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Jay P. Leupp	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Peter F. Lyle, Sr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Constance B. Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director John Knox Singleton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Christann M. Vasquez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Omega Healthcare Investors, Inc.

Meeting Date: 06/05/2023

Country: USA

Ticker: OHI

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: 681936100

Shares Voted: 42,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kapila K. Anand	Mgmt	For	For	For
1b	Elect Director Craig R. Callen	Mgmt	For	For	For
1c	Elect Director Lisa C. Egbuonu-Davis	Mgmt	For	For	For
1d	Elect Director Barbara B. Hill	Mgmt	For	For	For
1e	Elect Director Kevin J. Jacobs	Mgmt	For	For	For
1f	Elect Director C. Taylor Pickett	Mgmt	For	For	For
1g	Elect Director Stephen D. Plavin	Mgmt	For	For	For
1h	Elect Director Burke W. Whitman	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

## Rexford Industrial Realty, Inc.

Meeting Date: 06/05/2023

Country: USA

Ticker: REXR

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 76169C100

Shares Voted: 33,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert L. Antin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Michael S. Frankel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Diana J. Ingram	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Angela L. Kleiman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Debra L. Morris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Rexford Industrial Realty, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Tyler H. Rose	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Howard Schwimmer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Richard Ziman	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

## UnitedHealth Group Incorporated

Meeting Date: 06/05/2023

Country: USA

Ticker: UNH

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 91324P102

Shares Voted: 43,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Flynn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Paul Garcia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Kristen Gil	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Stephen Hemsley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Michele Hooper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director F. William McNabb, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Valerie Montgomery Rice	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director John Noseworthy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Andrew Witty	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

## UnitedHealth Group Incorporated

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 Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Third-Party Racial Equity Audit	SH	Against	Against	Against
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as a report on the company's value alignment with political expenditures would enable shareholders to have a greater understanding of how the company oversees and manages risks related to its political affiliations.</i></p>					
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this item is warranted. The company's severance policy establishes a reasonable limit on cash severance. However, the proxy does not disclose a policy or requirement that payments in excess of amounts provided under the policy are subject to shareholder approval. Without such a requirement, shareholders do not have adequate assurances that the company's current practice safeguards against excessive severance payments.</i></p>					

## Watsco, Inc.

**Meeting Date:** 06/05/2023      **Country:** USA      **Ticker:** WSO  
**Record Date:** 04/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 942622200

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Ana Lopez-Blazquez	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

## Antero Midstream Corporation

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** AM  
**Record Date:** 04/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 03676B102

Shares Voted: 60,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter A. Dea	Mgmt	For	For	For

## Antero Midstream Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: WITHHOLD votes are warranted for W. Howard Keenan Jr.: • as a governance committee member, for failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, and • as a nominating committee member, for lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director W. Howard Keenan, Jr.	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for W. Howard Keenan Jr.: - as a governance committee member, for failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, and- as a nominating committee member, for lack of racial/ethnic diversity on the board.</i>				
1.3	Elect Director Janine J. McArdle	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for W. Howard Keenan Jr.: • as a governance committee member, for failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, and • as a nominating committee member, for lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	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>				
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	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>				

## Antero Resources Corporation

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** AR  
**Record Date:** 04/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 03674X106

**Shares Voted:** 50,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul M. Rady	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for chairman Paul Rady for lack of racial/ethnic diversity on the board.</i>				
1.2	Elect Director Thomas B. Tyree, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Brenda R. Schroer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted</i>				

## Antero Resources Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. The committee elected to increase the pay benchmark for all executives to the 75th percentile, contributing significantly to the pay for performance misalignment identified for the year in review as the target value of the CEO's annual-cycle award more than doubled, year-over-year. The granting of significant off-cycle awards in half time-vesting equity to all executives further increased pay magnitude, while performance equity used primarily annual performance periods and set less rigorous goals for a metric shared with the annual incentive. Moreover, the committee set certain annual incentive targets lower than the prior year's performance and utilized their discretion to further increase actual payouts without a compelling rationale.</i>				
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	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>				

## Booking Holdings Inc.

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** BKNG  
**Record Date:** 04/11/2023      **Meeting Type:** Annual  
**Primary Security ID:** 09857L108

Shares Voted: 1,748

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Miriam M. Graddick-Weir	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Wei Hopeman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Charles H. Noski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Larry Quinlan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Nicholas J. Read	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Thomas E. Rothman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Sumit Singh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.11	Elect Director Vanessa A. Wittman	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	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

## Cognizant Technology Solutions Corporation

**Meeting Date:** 06/06/2023

**Country:** USA

**Ticker:** CTSH

**Record Date:** 04/10/2023

**Meeting Type:** Annual

**Primary Security ID:** 192446102

**Shares Voted:** 23,778

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Zein Abdalla	Mgmt	For	For	For
1b	Elect Director Vinita Bali	Mgmt	For	For	For
1c	Elect Director Eric Branderiz	Mgmt	For	For	For
1d	Elect Director Archana Deskus	Mgmt	For	For	For
1e	Elect Director John M. Dineen	Mgmt	For	For	For
1f	Elect Director Nella Domenici	Mgmt	For	For	For
1g	Elect Director Ravi Kumar S	Mgmt	For	For	For
1h	Elect Director Leo S. Mackay, Jr.	Mgmt	For	For	For
1i	Elect Director Michael Patsalos-Fox	Mgmt	For	For	For
1j	Elect Director Stephen J. Rohleder	Mgmt	For	For	For
1k	Elect Director Abraham "Bram" Schot	Mgmt	For	For	For
1l	Elect Director Joseph M. Velli	Mgmt	For	For	For
1m	Elect Director Sandra S. Wijnberg	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	Approve Omnibus Stock Plan	Mgmt	For	For	For

# Cognizant Technology Solutions Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Amend Bylaws	SH	Against	Against	Against
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## DaVita Inc.

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** DVA  
**Record Date:** 04/14/2023      **Meeting Type:** Annual  
**Primary Security ID:** 23918K108

Shares Voted: 2,586

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela M. Arway	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Charles G. Berg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Barbara J. Desoer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jason M. Hollar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Gregory J. Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John M. Nehra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Javier J. Rodriguez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Adam H. Schechter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Phyllis R. Yale	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



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

Fortive Corporation

Meeting Date: 06/06/2023 Country: USA Ticker: FTV  
 Record Date: 04/10/2023 Meeting Type: Annual  
 Primary Security ID: 34959J108

Shares Voted: 16,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric Branderiz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Daniel L. Comas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Sharmistha Dubey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Rejji P. Hayes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Wright Lassiter, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director James A. Lico	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Kate D. Mitchell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jeannine Sargent	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Alan G. Spoon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Elevated CEO pay amidst lagging long-term returns and structural concerns with respect to the short- and long-term incentive programs underscore a pay-for-performance misalignment for the year under review. Individual performance goals account for a significant portion of annual incentives and disclosure of specific targets and achievements is limited. Further, a provision under the LTI program allowing PSUs tied to relative TSR to be earned at the minimum level despite below-threshold performance has resulted in minimum level payouts for the past two closing performance cycles, despite failure to achieve threshold relative TSR. Lastly, the remainder of PSUs are based on an annually set performance target that overlaps with the STI program.</i>				
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

# Fortive Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

# Freeport-McMoRan, Inc.

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** FCX  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 35671D857

Shares Voted: 66,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Abney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Richard C. Adkerson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Marcela E. Donadio	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Robert W. Dudley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Hugh Grant	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Lydia H. Kennard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Ryan M. Lance	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Dustan E. McCoy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Kathleen L. Quirk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director John J. Stephens	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Frances Fragos Townsend	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

## Freeport-McMoRan, Inc.

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 Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Nordstrom, Inc.

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** JWN  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 655664100

Shares Voted: 20,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Stacy Brown-Philpot	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director James L. Donald	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director Kirsten A. Green	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director Glenda G. McNeal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director Erik B. Nordstrom	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Peter E. Nordstrom	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director Eric D. Sprunk	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Amie Thuener O'Toole	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1I	Elect Director Bradley D. Tilden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1J	Elect Director Mark J. Tritton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1K	Elect Director Atticus N. Tysen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Nordstrom, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	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; and - The plan allows broad discretion to accelerate vesting.</i>					
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
7	Ratify Extension of the Stockholder Rights Plan	Mgmt	For	For	For

## Organon & Co.

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** OGN  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 68622V106

Shares Voted: 11,768

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carrie S. Cox	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Alan Ezekowitz	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Helene Gayle	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Deborah Leone	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

## PENN Entertainment, Inc.

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** PENN  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 707569109

Shares Voted: 28,100

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

## PENN Entertainment, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Marla Kaplowitz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Jane Scaccetti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Jay A. Snowden	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche, LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	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 factor(s): - The plan cost is excessive - The estimated duration of available and proposed shares exceeds six years - The plan allows broad discretion to accelerate vesting</i>				

## The TJX Companies, Inc.

**Meeting Date:** 06/06/2023

**Country:** USA

**Ticker:** TJX

**Record Date:** 04/13/2023

**Meeting Type:** Annual

**Primary Security ID:** 872540109

**Shares Voted:** 53,680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Alan M. Bennett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Rosemary T. Berkery	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David T. Ching	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director C. Kim Goodwin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Ernie Herrman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Amy B. Lane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Carol Meyrowitz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Jackwyn L. Nemerov	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
5	Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain	SH	Against	Against	Against
6	Report on Risk from Supplier Misclassification of Supplier's Employees	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this resolution is warranted, as a report on misclassifying employees as independent contractors would provide shareholders with additional information on how the company is managing any risks associated with this kind of misclassification by companies in its supply chain.</i>				
7	Adopt a Paid Sick Leave Policy for All Employees	SH	Against	Against	Against

## Topgolf Callaway Brands Corp.

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** MODG  
**Record Date:** 04/11/2023      **Meeting Type:** Annual  
**Primary Security ID:** 131193104

Shares Voted: 25,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Oliver G. (Chip) Brewer, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Erik J Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Laura J. Flanagan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Russell L. Fleischer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Bavan M. Holloway	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director John F. Lundgren	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Topgolf Callaway Brands Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Scott M. Marimow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Adebayo O. Ogunlesi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Varsha R. Rao	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Linda B. Segre	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Anthony S. Thornley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director C. Matthew Turney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## TripAdvisor, Inc.

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** TRIP  
**Record Date:** 04/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 896945201

**Shares Voted:** 18,928

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory B. Maffei	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Matthew (Matt) Goldberg, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee and for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a governance committee, WITHHOLD votes are warranted for incumbent director nominees Gregory (Greg) Maffei, Jay Hoag, Betsy Morgan, Michael (Greg) O'Hara, Jeremy Philips, Albert Rosenthaler, Katryn (Trynka) Shineman Blake, Jane Sun, and Robert (Rob) Wiesenthal for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are warranted for compensation committee members Betsy Morgan, Jay Hoag, and Gregory Maffei, due to an unmitigated pay-for-performance misalignment.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Matt Goldberg	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Matthew (Matt) Goldberg, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee and for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a governance committee, WITHHOLD votes are warranted for incumbent director nominees Gregory (Greg) Maffei, Jay Hoag, Betsy Morgan, Michael (Greg) O'Hara, Jeremy Philips, Albert Rosenthaler, Katryn (Trynka) Shineman Blake, Jane Sun, and Robert (Rob) Wiesenthal for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are warranted for compensation committee members Betsy Morgan, Jay Hoag, and Gregory Maffei, due to an unmitigated pay-for-performance misalignment.</i></p>				
1.3	Elect Director Jay C. Hoag	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Matthew (Matt) Goldberg, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee and for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a governance committee, WITHHOLD votes are warranted for incumbent director nominees Gregory (Greg) Maffei, Jay Hoag, Betsy Morgan, Michael (Greg) O'Hara, Jeremy Philips, Albert Rosenthaler, Katryn (Trynka) Shineman Blake, Jane Sun, and Robert (Rob) Wiesenthal for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are warranted for compensation committee members Betsy Morgan, Jay Hoag, and Gregory Maffei, due to an unmitigated pay-for-performance misalignment.</i></p>				
1.4	Elect Director Betsy L. Morgan	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Matthew (Matt) Goldberg, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee and for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a governance committee, WITHHOLD votes are warranted for incumbent director nominees Gregory (Greg) Maffei, Jay Hoag, Betsy Morgan, Michael (Greg) O'Hara, Jeremy Philips, Albert Rosenthaler, Katryn (Trynka) Shineman Blake, Jane Sun, and Robert (Rob) Wiesenthal for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are warranted for compensation committee members Betsy Morgan, Jay Hoag, and Gregory Maffei, due to an unmitigated pay-for-performance misalignment.</i></p>				
1.5	Elect Director M. Greg O'Hara	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Matthew (Matt) Goldberg, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee and for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a governance committee, WITHHOLD votes are warranted for incumbent director nominees Gregory (Greg) Maffei, Jay Hoag, Betsy Morgan, Michael (Greg) O'Hara, Jeremy Philips, Albert Rosenthaler, Katryn (Trynka) Shineman Blake, Jane Sun, and Robert (Rob) Wiesenthal for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are warranted for compensation committee members Betsy Morgan, Jay Hoag, and Gregory Maffei, due to an unmitigated pay-for-performance misalignment.</i></p>				
1.6	Elect Director Jeremy Philips	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Matthew (Matt) Goldberg, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee and for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a governance committee, WITHHOLD votes are warranted for incumbent director nominees Gregory (Greg) Maffei, Jay Hoag, Betsy Morgan, Michael (Greg) O'Hara, Jeremy Philips, Albert Rosenthaler, Katryn (Trynka) Shineman Blake, Jane Sun, and Robert (Rob) Wiesenthal for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are warranted for compensation committee members Betsy Morgan, Jay Hoag, and Gregory Maffei, due to an unmitigated pay-for-performance misalignment.</i></p>				



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Albert E. Rosenthaler	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Matthew (Matt) Goldberg, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee and for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a governance committee, WITHHOLD votes are warranted for incumbent director nominees Gregory (Greg) Maffei, Jay Hoag, Betsy Morgan, Michael (Greg) O'Hara, Jeremy Phillips, Albert Rosenthaler, Katryn (Trynka) Shineman Blake, Jane Sun, and Robert (Rob) Wiesenthal for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are warranted for compensation committee members Betsy Morgan, Jay Hoag, and Gregory Maffei, due to an unmitigated pay-for-performance misalignment.</i></p>				
1.8	Elect Director Jane Jie Sun	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Matthew (Matt) Goldberg, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee and for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a governance committee, WITHHOLD votes are warranted for incumbent director nominees Gregory (Greg) Maffei, Jay Hoag, Betsy Morgan, Michael (Greg) O'Hara, Jeremy Phillips, Albert Rosenthaler, Katryn (Trynka) Shineman Blake, Jane Sun, and Robert (Rob) Wiesenthal for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are warranted for compensation committee members Betsy Morgan, Jay Hoag, and Gregory Maffei, due to an unmitigated pay-for-performance misalignment.</i></p>				
1.9	Elect Director Trynka Shineman Blake	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Matthew (Matt) Goldberg, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee and for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a governance committee, WITHHOLD votes are warranted for incumbent director nominees Gregory (Greg) Maffei, Jay Hoag, Betsy Morgan, Michael (Greg) O'Hara, Jeremy Phillips, Albert Rosenthaler, Katryn (Trynka) Shineman Blake, Jane Sun, and Robert (Rob) Wiesenthal for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are warranted for compensation committee members Betsy Morgan, Jay Hoag, and Gregory Maffei, due to an unmitigated pay-for-performance misalignment.</i></p>				
1.10	Elect Director Robert S. Wiesenthal	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Matthew (Matt) Goldberg, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee and for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a governance committee, WITHHOLD votes are warranted for incumbent director nominees Gregory (Greg) Maffei, Jay Hoag, Betsy Morgan, Michael (Greg) O'Hara, Jeremy Phillips, Albert Rosenthaler, Katryn (Trynka) Shineman Blake, Jane Sun, and Robert (Rob) Wiesenthal for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. In the absence of a say-on-pay proposal on ballot, WITHHOLD votes are warranted for compensation committee members Betsy Morgan, Jay Hoag, and Gregory Maffei, due to an unmitigated pay-for-performance misalignment.</i></p>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>				
3	Change State of Incorporation from Delaware to Nevada	Mgmt	For	Against	Against
	<p><i>Voter Rationale: A vote AGAINST this proposal is warranted as the potential financial benefits resulting from the reincorporation are not considered to outweigh the potential negative effects to shareholder rights.</i></p>				
4	Approve Omnibus Stock Plan	Mgmt	For	Against	Against
	<p><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 equity program is estimated to be excessively dilutive (overriding factor); - The plan cost is excessive; - The three-year average burn rate is excessive; - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.</i></p>				

## Univar Solutions Inc.

Meeting Date: 06/06/2023

Country: USA

Ticker: UNVR

Record Date: 05/01/2023

Meeting Type: Special

Primary Security ID: 91336L107

Shares Voted: 29,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The offer represents a premium to the all-time high closing price, the sale process was public and appears to have been thorough, and there is downside risk of non-approval.</i>				
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. While cash severance is double trigger and reasonably based, outstanding equity awards will auto-accelerate at the time of the merger, and PRSUs granted in 2021 and 2022 are eligible to vest well above target without compelling rationale disclosed in the merger proxy.</i>				
3	Adjourn Meeting	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as support for the underlying transaction is warranted.</i>				

## Axalta Coating Systems Ltd.

Meeting Date: 06/07/2023

Country: Bermuda

Ticker: AXTA

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: G0750C108

Shares Voted: 39,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jan A. Bertsch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Steven M. Chapman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director William M. Cook	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Tyrone M. Jordan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Deborah J. Kissire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Robert M. McLaughlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Rakesh Sachdev	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Samuel L. Smolik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Axalta Coating Systems Ltd.

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

## Bruker Corporation

**Meeting Date:** 06/07/2023      **Country:** USA      **Ticker:** BRKR  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 116794108

Shares Voted: 18,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cynthia M. Friend	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Philip Ma	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Hermann F. Requardt	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

## Comcast Corporation

**Meeting Date:** 06/07/2023      **Country:** USA      **Ticker:** CMCSA  
**Record Date:** 04/03/2023      **Meeting Type:** Annual  
**Primary Security ID:** 20030N101

Shares Voted: 199,616

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Madeline S. Bell	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Edward D. Breen	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director Gerald L. Hassell	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Maritza G. Montiel	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i>				
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director David C. Novak	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i>				
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i>				
2	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>				
3	Approve Omnibus Stock Plan	Mgmt	For	For	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 factor(s): - The equity program is estimated to be excessively dilutive (overriding factor) - The plan cost is excessive - The estimated duration of available and proposed shares exceeds six years - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary)</i>				
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted given that the purchase price is reasonable, the shares reserved is relatively conservative, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>				

## Comcast Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	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. Annual and long-term incentives are primarily based on financial performance and long-term incentives utilize multi-year performance periods. However, there is a lack of disclosure in terms of the annual and long-term incentive targets.</i>				
6	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.</i>				
7	Oversee and Report on a Racial Equity Audit	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this resolution is warranted. The company has an external DE&amp;I Advisory Council to help assess and prioritize issues and the company appears to be taking constructive steps in addition to workforce DE&amp;I initiatives to address bias in areas of strategic focus to the company, including internet connectivity and media content creation.</i>				
8	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this resolution is warranted. The company's retirement plan is managed by a third-party fiduciary and employees are offered an option for investing more responsibly.</i>				
9	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the company is taking productive steps to reduce its risks and discloses sufficient information to shareholders for them to understand the company's plans through a medium-term planning horizon.</i>				
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>				
11	Report on Risks Related to Operations in 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>				

## Devon Energy Corporation

**Meeting Date:** 06/07/2023

**Country:** USA

**Ticker:** DVN

**Record Date:** 04/10/2023

**Meeting Type:** Annual

**Primary Security ID:** 25179M103

**Shares Voted:** 30,285

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara M. Baumann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John E. Bethancourt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

# Devon Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Ann G. Fox	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Gennifer F. Kelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Kelt Kindick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director John Krenicki, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Karl F. Kurz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Michael N. Mears	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Robert A. Mosbacher, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Richard E. Muncrief	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Valerie M. Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Adopt Limitations on the Liability of Officers	Mgmt	For	For	For
7	Amend Right to Call Special Meeting	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i>				

# FTI Consulting, Inc.

**Meeting Date:** 06/07/2023      **Country:** USA      **Ticker:** FCN  
**Record Date:** 03/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** 302941109

**Shares Voted:** 6,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brenda J. Bacon	Mgmt	For	For	For

## FTI Consulting, 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 Mark S. Bartlett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Elsy Boglioli	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Claudio Costamagna	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Steven H. Gunby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Gerard E. Holthaus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Stephen C. Robinson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Lauren E. Seeger	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

## Globus Medical, Inc.

**Meeting Date:** 06/07/2023      **Country:** USA      **Ticker:** GMED  
**Record Date:** 04/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 379577208

**Shares Voted:** 14,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel T. Scavilla	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee member Daniel (Dan) Scavilla for maintaining a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. WITHHOLD votes are further warranted for Daniel (Dan) Scavilla for serving as a non-independent member of a key board committee. A vote FOR Robert (Rob) Douglas is warranted.</i>				
1b	Elect Director Robert Douglas	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee member Daniel (Dan) Scavilla for maintaining a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. WITHHOLD votes are further warranted for Daniel (Dan) Scavilla for serving as a non-independent member of a key board committee. A vote FOR Robert (Rob) Douglas is warranted.</i>				

## Globus Medical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 permits repricing or exchange of grants without shareholder approval (overriding factor); * The plan permits cash buyout of awards without shareholder approval (overriding factor); * The plan cost is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); * The plan permits liberal recycling of shares; and * The plan allows broad discretion to accelerate vesting.</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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time</i>				

## Light & Wonder, Inc.

**Meeting Date:** 06/07/2023      **Country:** USA      **Ticker:** LNW  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 80874P109

Shares Voted: 16,965

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jamie R. Odell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Matthew R. Wilson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Antonia Korsanos	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Hamish R. McLennan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Stephen Morro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Michael J. Regan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Virginia E. Shanks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Timothy Throsby	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Maria T. Vullo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				



## Light & Wonder, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Kneeland C. Youngblood	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 Auditor	Mgmt	For	For	For

## MarketAxess Holdings Inc.

**Meeting Date:** 06/07/2023      **Country:** USA      **Ticker:** MKTX  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 57060D108

Shares Voted: 1,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. McVey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Christopher R. Concannon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Nancy Altobello	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Steven L. Begleiter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Stephen P. Casper	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jane Chwick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director William F. Cruger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Kourtney Gibson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Richard G. Ketchum	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Emily H. Portney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Richard L. Prager	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## MarketAxess Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Qualys, Inc.

**Meeting Date:** 06/07/2023      **Country:** USA      **Ticker:** QLYS  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 74758T303

Shares Voted: 6,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Wendy M. Pfeiffer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John Zangardi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Science Applications International Corporation

**Meeting Date:** 06/07/2023      **Country:** USA      **Ticker:** SAIC  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 808625107

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Garth N. Graham	Mgmt	For	For	For
1b	Elect Director Carolyn B. Handlon	Mgmt	For	For	For
1c	Elect Director Yvette M. Kanouff	Mgmt	For	For	For
1d	Elect Director Nazzic S. Keene	Mgmt	For	For	For
1e	Elect Director Timothy J. Mayopoulos	Mgmt	For	For	For
1f	Elect Director Katharina G. McFarland	Mgmt	For	For	For
1g	Elect Director Milford W. McGuiert	Mgmt	For	For	For
1h	Elect Director Donna S. Morea	Mgmt	For	For	For
1i	Elect Director James C. Reagan	Mgmt	For	For	For

# Science Applications International Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Steven R. Shane	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

## Stifel Financial Corp.

**Meeting Date:** 06/07/2023      **Country:** USA      **Ticker:** SF  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 860630102

**Shares Voted:** 19,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Adam T. Berlew	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Maryam Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Michael W. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Lisa Carnoy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Robert E. Grady	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director James P. Kavanaugh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Ronald J. Kruszewski	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Daniel J. Ludeman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Maura A. Markus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director David A. Peacock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Thomas W. Weisel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Stifel Financial Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Michael J. Zimmerman	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	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 considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>					
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Other Business	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.</i>					

## Valaris Limited

**Meeting Date:** 06/07/2023

**Country:** Bermuda

**Ticker:** VAL

**Record Date:** 04/17/2023

**Meeting Type:** Annual

**Primary Security ID:** G9460G101

**Shares Voted:** 10,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anton Dibowitz	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Dick Fagerstal	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Joseph Goldschmid	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Catherine J. Hughes	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Kristian Johansen	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Elizabeth D. Leykum	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director Deepak Munganahalli	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1h	Elect Director James W. Swent, III	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

## Valaris Limited

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	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

## Allegion Plc

**Meeting Date:** 06/08/2023

**Country:** Ireland

**Ticker:** ALLE

**Record Date:** 04/13/2023

**Meeting Type:** Annual

**Primary Security ID:** G0176J109

**Shares Voted:** 4,082

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect as Director Kirk S. Hachigian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect as Director Steven C. Mizell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect as Director Nicole Parent Haughey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect as Director Lauren B. Peters	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect as Director Ellen Rubin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect as Director Dean I. Schaffer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect as Director John H. Stone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect as Director Dev Vardhan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect as Director Martin E. Welch, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration	Mgmt	For	For	For

## Allegion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR these proposals is warranted, with caution. Although the company is seeking the authority to issue shares up to 33 percent of issued share capital in Item 5, it appears this will be meaningfully constrained by the 5 percent limit on issuances without preemptive rights, and the company has no history of rights issues.</i></p>					
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR these proposals is warranted, with caution. Although the company is seeking the authority to issue shares up to 33 percent of issued share capital in Item 5, it appears this will be meaningfully constrained by the 5 percent limit on issuances without preemptive rights, and the company has no history of rights issues.</i></p>					

## Amedisys, Inc.

**Meeting Date:** 06/08/2023      **Country:** USA      **Ticker:** AMED  
**Record Date:** 04/11/2023      **Meeting Type:** Annual  
**Primary Security ID:** 023436108

Shares Voted: 5,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard M. Ashworth	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.2	Elect Director Vickie L. Capps	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.3	Elect Director Molly J. Coye	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.4	Elect Director Julie D. Klapstein	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.5	Elect Director Teresa L. Kline	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.6	Elect Director Paul B. Kusserow	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.7	Elect Director Bruce D. Perkins	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.8	Elect Director Jeffrey A. Rideout	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.9	Elect Director Ivanetta Davis Samuels	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Amedisys, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Bath & Body Works, Inc.

**Meeting Date:** 06/08/2023      **Country:** USA      **Ticker:** BBWI  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 070830104

Shares Voted: 10,606

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patricia S. Bellinger	Mgmt	For	For	For
1.2	Elect Director Alessandro Bogliolo	Mgmt	For	For	For
1.3	Elect Director Gina R. Boswell	Mgmt	For	For	For
1.4	Elect Director Lucy O. Brady	Mgmt	For	For	For
1.5	Elect Director Francis A. Hondal	Mgmt	For	For	For
1.6	Elect Director Thomas J. Kuhn	Mgmt	For	For	For
1.7	Elect Director Danielle M. Lee	Mgmt	For	For	For
1.8	Elect Director Michael G. Morris	Mgmt	For	For	For
1.9	Elect Director Sarah E. Nash	Mgmt	For	For	For
1.10	Elect Director Juan Rajlin	Mgmt	For	For	For
1.11	Elect Director Stephen D. Steinour	Mgmt	For	For	For
1.12	Elect Director J.K. Symancyk	Mgmt	For	For	For
1.13	Elect Director Steven E. Voskuil	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

*Voter Rationale: A vote AGAINST this proposal is warranted. Sarah Nash, who served as Executive Chair and Interim CEO during 2022 received a significant stock award that raises concerns. While the company provides a clear rationale for the award and why it was entirely time-based, the overall magnitude of the grant is of particular concern. Specifically, it resulted in her total pay being more than double total pay of the company's peer median CEO pay, which can be costly to shareholders in terms of overall compensation expense.*

4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	For	For

*Voter Rationale: A vote FOR this proposal is warranted. Concerns regarding compensation decisions made during the recent leadership transition indicate that shareholders may benefit from a formal policy that the board chair be an independent director. Furthermore, the proposal is not overly prescriptive and would provide the board flexibility to implement the policy whenever possible, or at the next leadership transition.*

## Brighthouse Financial, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: BHF

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 10922N103

Shares Voted: 12,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Philip V. (Phil) Bancroft	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Irene Chang Britt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director C. Edward (Chuck) Chaplin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Stephen C. (Steve) Hooley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Carol D. Juel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Eileen A. Mallesch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Diane E. Offereins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Eric T. Steigerwalt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Paul M. Wetzel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For

## Columbia Sportswear Company

Meeting Date: 06/08/2023

Country: USA

Ticker: COLM

Record Date: 04/04/2023

Meeting Type: Annual

Primary Security ID: 198516106



# Columbia Sportswear Company

Shares Voted: 6,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy P. Boyle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Stephen E. Babson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Andy D. Bryant	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director John W. Culver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Kevin Mansell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Ronald E. Nelson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Christiana Smith Shi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Sabrina L. Simmons	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Malia H. Wasson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

# CoStar Group, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: CSGP

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: 22160N109

Shares Voted: 18,800

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

## CoStar Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Michael J. Glosserman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director John W. Hill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Laura Cox Kaplan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Robert W. Musslewhite	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Christopher J. Nassetta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Louise S. Sams	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	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Against	Against

## Diamondback Energy, Inc.

**Meeting Date:** 06/08/2023      **Country:** USA      **Ticker:** FANG  
**Record Date:** 04/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 25278X109

Shares Voted: 8,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Travis D. Stice	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Vincent K. Brooks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director David L. Houston	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Rebecca A. Klein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Stephanie K. Mains	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Diamondback Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Mark L. Plaumann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Melanie M. Trent	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Frank D. Tsuru	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Steven E. West	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	Eliminate Supermajority Vote Requirement for Amendments of the Charter and Removal of Directors	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

## Digital Realty Trust, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: DLR

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: 253868103

Shares Voted: 13,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexis Black Bjorlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director VeraLinn 'Dash' Jamieson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Kevin J. Kennedy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director William G. LaPerch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jean F.H.P. Mandeville	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Afshin Mohebbi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Digital Realty Trust, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Mark R. Patterson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Andrew P. Power	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 Risks Associated with Use of Concealment Clauses	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on its employees may bring information to light that could result in improved employee recruitment, development and retention.</i>				
6	Report on Whether Company Policies Reinforce Racism in Company Culture	SH	Against	Against	Against

## EMCOR Group, Inc.

**Meeting Date:** 06/08/2023

**Country:** USA

**Ticker:** EME

**Record Date:** 04/11/2023

**Meeting Type:** Annual

**Primary Security ID:** 29084Q100

**Shares Voted:** 8,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John W. Altmeyer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Anthony J. Guzzi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Ronald L. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Carol P. Lowe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director M. Kevin McEvoy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director William P. Reid	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## EMCOR Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Steven B. Schwarzwaelder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Robin Walker-Lee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Rebecca Ann Weyenberg	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	Change Range for Size of the Board	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Claims	Mgmt	For	For	For
7	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
8	Require Independent Board Chair	SH	Against	Against	Against

## Exponent, Inc.

**Meeting Date:** 06/08/2023

**Country:** USA

**Ticker:** EXPO

**Record Date:** 04/12/2023

**Meeting Type:** Annual

**Primary Security ID:** 30214U102

**Shares Voted:** 9,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director George H. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Catherine Ford Corrigan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Paul R. Johnston	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Carol Lindstrom	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Karen A. Richardson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Debra L. Zumwalt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Exponent, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

## FirstCash Holdings, Inc.

**Meeting Date:** 06/08/2023      **Country:** USA      **Ticker:** FCFS  
**Record Date:** 04/18/2023      **Meeting Type:** Annual  
**Primary Security ID:** 33768G107

Shares Voted: 6,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel E. Berce <i>Voter Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	For
1b	Elect Director Mikel D. Faulkner <i>Voter Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	For
1c	Elect Director Randel G. Owen <i>Voter Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	For
2	Ratify RSM US 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

## Salesforce, Inc.

**Meeting Date:** 06/08/2023      **Country:** USA      **Ticker:** CRM  
**Record Date:** 04/14/2023      **Meeting Type:** Annual  
**Primary Security ID:** 79466L302

Shares Voted: 46,286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff <i>Voter Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	For
1b	Elect Director Laura Alber <i>Voter Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	For
1c	Elect Director Craig Conway <i>Voter Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	For

# Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Arnold Donald	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Parker Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Neelie Kroes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Sachin Mehra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director G. Mason Morfit	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director John V. Roos	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Robin Washington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Maynard Webb	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Susan Wojcicki	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Require Independent Board Chair	SH	Against	Against	Against
7	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against	Against

# Visteon Corporation

**Meeting Date:** 06/08/2023

**Country:** USA

**Ticker:** VC

**Record Date:** 04/17/2023

**Meeting Type:** Annual

**Primary Security ID:** 92839U206

# Visteon Corporation

Shares Voted: 5,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James J. Barrese	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Naomi M. Bergman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Jeffrey D. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Bunsei Kure	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Sachin S. Lawande	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Joanne M. Maguire	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Robert J. Manzo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Francis M. Scricco	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David L. Treadwell	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

# FLEETCOR Technologies, Inc.

Meeting Date: 06/09/2023

Country: USA

Ticker: FLT

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 339041105

Shares Voted: 3,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven T. Stull	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST compensation committee members Thomas Hagerty, Joseph Farrelly, Hala Modellmog, and Steven Stull is warranted, given the committee's poor responsiveness to last year's failed say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Annabelle Bexiga	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee members Thomas Hagerty, Joseph Farrelly, Hala Modellmog, and Steven Stull is warranted, given the committee's poor responsiveness to last year's failed say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				



# FLEETCOR Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Michael Buckman	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee members Thomas Hagerty, Joseph Farrelly, Hala Moddelmog, and Steven Stull is warranted, given the committee's poor responsiveness to last year's failed say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Ronald F. Clarke	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee members Thomas Hagerty, Joseph Farrelly, Hala Moddelmog, and Steven Stull is warranted, given the committee's poor responsiveness to last year's failed say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Joseph W. Farrelly	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST compensation committee members Thomas Hagerty, Joseph Farrelly, Hala Moddelmog, and Steven Stull is warranted, given the committee's poor responsiveness to last year's failed say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Rahul Gupta	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee members Thomas Hagerty, Joseph Farrelly, Hala Moddelmog, and Steven Stull is warranted, given the committee's poor responsiveness to last year's failed say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Thomas M. Hagerty	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST compensation committee members Thomas Hagerty, Joseph Farrelly, Hala Moddelmog, and Steven Stull is warranted, given the committee's poor responsiveness to last year's failed say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Archie L. Jones, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee members Thomas Hagerty, Joseph Farrelly, Hala Moddelmog, and Steven Stull is warranted, given the committee's poor responsiveness to last year's failed say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Hala G. Moddelmog	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST compensation committee members Thomas Hagerty, Joseph Farrelly, Hala Moddelmog, and Steven Stull is warranted, given the committee's poor responsiveness to last year's failed say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director Richard Macchia	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee members Thomas Hagerty, Joseph Farrelly, Hala Moddelmog, and Steven Stull is warranted, given the committee's poor responsiveness to last year's failed say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director Jeffrey S. Sloan	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee members Thomas Hagerty, Joseph Farrelly, Hala Moddelmog, and Steven Stull is warranted, given the committee's poor responsiveness to last year's failed say-on-pay vote result. A vote FOR the remaining 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. The committee demonstrated poor responsiveness to last year's failed say-on-pay vote result, which marked the fourth failed vote result in six years. Further, an unmitigated pay-for-performance misalignment exists for the year in review. The STI and LTI lack disclosure of several quantified target goals, and a significant portion of the STI for non-CEO NEOs is based on somewhat vague and/or qualitative goals. Additionally, while the CEO did not receive equity awards following a front-loaded grant in 2021, other NEOs received majority time-vesting equity after accounting for additional time-vesting stock option awards. Lastly, performance equity utilizes an annual performance period and one LTI metric and performance period overlaps with the STI program.</i>				

## FLEETCOR Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	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.</i>					
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 small.</i>					

## Garmin Ltd.

**Meeting Date:** 06/09/2023      **Country:** Switzerland      **Ticker:** GRMN  
**Record Date:** 04/14/2023      **Meeting Type:** Annual  
**Primary Security ID:** H2906T109

Shares Voted: 7,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Dividends	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Jonathan C. Burrell	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
5b	Elect Director Joseph J. Hartnett	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
5c	Elect Director Min H. Kao	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
5d	Elect Director Catherine A. Lewis	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
5e	Elect Director Charles W. Peffer	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
5f	Elect Director Clifton A. Pemble	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
6	Elect Min H. Kao as Board Chairman	Mgmt	For	For	For
7a	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	For	For	For
7b	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	For	For	For
7c	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	For	For	For

## Garmin Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7d	Appoint Charles W. Peffer as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
11	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
12	Advisory Vote on the Swiss Statutory Compensation Report	Mgmt	For	For	For
13	Approve Fiscal Year 2024 Maximum Aggregate Compensation for the Executive Management	Mgmt	For	For	For
14	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2023 AGM and the 2024 AGM	Mgmt	For	For	For
15	Cancel Repurchased Shares	Mgmt	For	For	For
16	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
17	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
18	Approve Reduction of Par Value	Mgmt	For	For	For
19	Approve Conversion of Currency of the Share Capital from CHF to USD	Mgmt	For	For	For
20	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
21	Amend Articles Re: Addressing Shares, Shareholder Rights and General Meeting	Mgmt	For	For	For
22	Amend Articles Re: Addressing Board, Compensation and Related Matters	Mgmt	For	For	For

## Live Nation Entertainment, Inc.

**Meeting Date:** 06/09/2023      **Country:** USA      **Ticker:** LYV  
**Record Date:** 04/11/2023      **Meeting Type:** Annual  
**Primary Security ID:** 538034109

Shares Voted: 6,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maverick Carter	Mgmt	For	For	For

*Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.*

# Live Nation Entertainment, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Ping Fu	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Jeffrey T. Hinson	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Chad Hollingsworth	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director James Iovine	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director James S. Kahan	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Gregory B. Maffei	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1.8	Elect Director Randall T. Mays	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director Richard A. Paul	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1.10	Elect Director Michael Rapino	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
1.11	Elect Director Latriece Watkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST the proposal is warranted. The annual bonus program was based entirely on a financial metric, though a concern is noted regarding the relatively high base salary and target bonus opportunity for the CEO. Though the LTI grant was entirely in performance equity, the metric was identical to the STI, including the performance period, though this concern is partially mitigated by the relatively reasonable grant value. Of significant concern, however, are the awards made in recognition of entering into new employment agreements with the company by the CEO and one NEO, who each received a discretionary cash bonus of \$6 million. On top of that, each received a large one-time equity grant with a value multiple times larger than the total CEO pay for the company's peer group. A large portion of each grant is time-based and the proxy lacks clear disclosure regarding the rationale for the size of the awards and other details necessary to assess them. Additionally, stock price goals do not require sustained performance above the target in order to vest, allowing the award to vest for any 60 nonconsecutive days the closing price exceeds the target over a five-and-a-half year period. The current structure could reward these executives for short-term or merely temporary increases in stock price.</i>				
3	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>				
4	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>				

## Matador Resources Company

Meeting Date: 06/09/2023

Country: USA

Ticker: MTDR

Record Date: 04/12/2023

Meeting Type: Annual

Primary Security ID: 576485205

Shares Voted: 20,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Wm. Foran	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Reynald A. Baribault	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Timothy E. Parker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Shelley F. Appel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/09/2023

Country: USA

Ticker: REGN

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: 75886F107

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph L. Goldstein	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST governance committee members Christine Poon and Joseph Goldstein are warranted given the board's failure to remove or subject to a reasonable sunset requirement the company's dual-class capital structure.</i>				
1b	Elect Director Christine A. Poon	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST governance committee members Christine Poon and Joseph Goldstein are warranted given the board's failure to remove or subject to a reasonable sunset requirement the company's dual-class capital structure.</i>				
1c	Elect Director Craig B. Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all other director nominees is warranted.</i>				
1d	Elect Director Huda Y. Zoghbi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR all other 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>				

## Regeneron Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A voter FOR this proposal is warranted although concerns remain. The STI and LTI plans lack rigorous objective performance conditions. Although CEO pay and company performance were reasonably aligned, shareholders should continue to monitor the company's compensation practices.</i>				
4	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.</i>				
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, because the company seems to provide shareholders with sufficient disclosure on its use of patents.</i>				

## Keurig Dr Pepper Inc.

**Meeting Date:** 06/12/2023      **Country:** USA      **Ticker:** KDP  
**Record Date:** 04/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 49271V100

Shares Voted: 39,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Robert Gamgort	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1B	Elect Director Oray Boston	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1C	Elect Director Olivier Goudet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1D	Elect Director Peter Harf	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1E	Elect Director Juliette Hickman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1F	Elect Director Paul Michaels	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1G	Elect Director Pamela Patsley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1H	Elect Director Lubomira Rochet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1I	Elect Director Debra Sandler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				

## Keurig Dr Pepper Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1J	Elect Director Robert Singer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1K	Elect Director Larry Young	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

## LivaNova Plc

**Meeting Date:** 06/12/2023      **Country:** United Kingdom      **Ticker:** LIVN  
**Record Date:** 04/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** G5509L101

Shares Voted: 9,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francesco Bianchi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Stacy Enxing Seng	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director William Kozy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Daniel Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Sharon O'Kane	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Andrea Saia	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Todd Schermerhorn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Brooke Story	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Peter Wilver	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

## LivaNova Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Authorize 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	Authorize 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>					
7	Approve Remuneration Report	Mgmt	For	For	For
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Reappoint PricewaterhouseCoopers LLP as UK Statutory Auditor	Mgmt	For	For	For
10	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For

## Skechers U.S.A., Inc.

**Meeting Date:** 06/12/2023

**Country:** USA

**Ticker:** SKX

**Record Date:** 04/13/2023

**Meeting Type:** Annual

**Primary Security ID:** 830566105

**Shares Voted:** 24,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Katherine Blair	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Katherine Blair and Yolanda Macias given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure which adversely impacts shareholder rights.</i>					
1.2	Elect Director Yolanda Macias	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Katherine Blair and Yolanda Macias given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure which adversely impacts shareholder rights.</i>					
1.3	Elect Director Richard Siskind	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and the board which will decide on the company's response to any shareholder litigation has a poor track record on corporate governance.</i>					
3	Approve Omnibus Stock Plan	Mgmt	For	For	For



## Skechers U.S.A., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST this proposal is warranted. The CEO receives an outsized salary, and three executives including the CEO received significant perks and associated tax gross ups. Although annual incentives are based on a financial metric, all executives are eligible to receive potentially significant awards, a concern underscored by the CEO's FY22 award of an amount more than four times the median. Moreover, although long-term incentives are half performance-based, half of PRSUs are earned based on annual performance periods, and relative TSR PSUs target merely median performance with no disclosed payout cap for negative absolute TSR.</i></p>					
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
<p><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></p>					
6	Report on Plans to Reduce Full Value Chain GHG Emissions Aligned with Paris Agreement Goal	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.</i></p>					

## Caesars Entertainment, Inc.

**Meeting Date:** 06/13/2023      **Country:** USA      **Ticker:** CZR  
**Record Date:** 04/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 12769G100

Shares Voted: 9,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary L. Carano	Mgmt	For	For	For
<p><i>Voter Rationale: WITHHOLD votes are warranted for Nominating and Governance Committee chair Frank Fahrenkopf Jr. for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>					
1.2	Elect Director Bonnie S. Biumi	Mgmt	For	For	For
<p><i>Voter Rationale: WITHHOLD votes are warranted for Nominating and Governance Committee chair Frank Fahrenkopf Jr. for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>					
1.3	Elect Director Jan Jones Blackhurst	Mgmt	For	For	For
<p><i>Voter Rationale: WITHHOLD votes are warranted for Nominating and Governance Committee chair Frank Fahrenkopf Jr. for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>					
1.4	Elect Director Frank J. Fahrenkopf	Mgmt	For	Refer	Withhold
<p><i>Voter Rationale: WITHHOLD votes are warranted for Nominating and Governance Committee chair Frank Fahrenkopf Jr. for the lack of racial/ethnic diversity on the board.</i></p>					
1.5	Elect Director Don R. Kornstein	Mgmt	For	For	For
<p><i>Voter Rationale: WITHHOLD votes are warranted for Nominating and Governance Committee chair Frank Fahrenkopf Jr. for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>					
1.6	Elect Director Courtney R. Mather	Mgmt	For	For	For
<p><i>Voter Rationale: WITHHOLD votes are warranted for Nominating and Governance Committee chair Frank Fahrenkopf Jr. for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>					
1.7	Elect Director Michael E. Pegram	Mgmt	For	For	For
<p><i>Voter Rationale: WITHHOLD votes are warranted for Nominating and Governance Committee chair Frank Fahrenkopf Jr. for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i></p>					

## Caesars Entertainment, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Thomas R. Reeg	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Nominating and Governance Committee chair Frank Fahrenkopf Jr. for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director David P. Tomick	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Nominating and Governance Committee chair Frank Fahrenkopf Jr. for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST the proposal is warranted. A quantitative pay-for-performance misalignment has been identified for the year in review, and sufficient mitigating factors have not been identified. The increase in total CEO pay is primarily driven by a special, one-time equity award granted to the CEO. While it is positive that the CEO's one-time equity award is entirely performance-based, there is concern identified with respect to the relatively short sustainment period, particularly for a large, one-time award. Specifically, the stock price performance-vesting condition is based on exceeding certain share price hurdles for 20 consecutive days, without requiring long-term sustained stock price appreciation through the end of the performance period. Moreover, the company's off-cycle grant frequency raises concerns, as the CEO previously received an off-cycle award in August 2020. Additional concerns were identified, as a portion of PSUs vest based on annually set adjusted EBITDA goals. While the results are averaged at the end of the three-year performance period, the use of annually-set goals with an annual measurement under the LTI raises concerns. These concerns are magnified as it overlaps with the same metric, target and performance period under the STI program. Further, the relative TSR metric is not particularly rigorous, given that it targets merely median performance. Finally, the CEO continues to receive a relatively high base salary, which has an augmenting effect on incentive opportunities targeted as a percentage of salary.</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 Limit the Liability of Certain 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. Vote Requirement: Majority of shares outstanding (abstentions and broker non-votes count against)</i>				
5	Report on Political Contributions and Expenditures	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as increased disclosure of the company's indirect political contributions through all trade associations and other tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>				
6	Disclose Board Skills and Diversity Matrix	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted for the following reasons: - A board matrix would enhance transparency and would provide shareholders with a better tool to assess the quality of Caesars's board and to evaluate its director nominees; and - A growing number of large companies are providing a board matrix, including some of the company's peers.</i>				

## Dollar Tree, Inc.

Meeting Date: 06/13/2023

Country: USA

Ticker: DLTR

Record Date: 04/14/2023

Meeting Type: Annual

Primary Security ID: 256746108

Shares Voted: 9,763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard W. Dreiling	Mgmt	For	For	For

## Dollar Tree, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1c	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
1d	Elect Director Paul C. Hilal	Mgmt	For	For	For
1e	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1f	Elect Director Mary A. Laschinger	Mgmt	For	For	For
1g	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1h	Elect Director Winnie Y. Park	Mgmt	For	For	For
1i	Elect Director Bertram L. Scott	Mgmt	For	For	For
1j	Elect Director Stephanie P. Stahl	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST this proposal is warranted. There are significant concerns raised by the size of new Executive Chairman and CEO Dreiling's equity awards, which the company values at \$135.6 million, approximately 11.5 times the median total CEO pay at ISS-selected peers. These concerns are magnified as the award consists entirely of time-based stock options.</i></p>					
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	Report on Economic and Social Risks of Compensation and Workforce Practices and Any Impact on Diversified Shareholders	SH	Against	Against	Against

## Five Below, Inc.

**Meeting Date:** 06/13/2023      **Country:** USA      **Ticker:** FIVE  
**Record Date:** 04/18/2023      **Meeting Type:** Annual  
**Primary Security ID:** 33829M101

Shares Voted: 10,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joel D. Anderson	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Kathleen S. Barclay	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director Thomas M. Ryan	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Bylaws to Limit the Liability of Officers	Mgmt	For	For	For

## Five Below, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Bylaws to Amend the Limitation of Liability of Directors Provision	Mgmt	For	For	For

## MP Materials Corp.

**Meeting Date:** 06/13/2023      **Country:** USA      **Ticker:** MP  
**Record Date:** 04/18/2023      **Meeting Type:** Annual  
**Primary Security ID:** 553368101

Shares Voted: 16,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arnold W. Donald	Mgmt	For	For	For
	<i>Voter Rationale: In the absence of governance committee members on ballot, WITHHOLD votes are warranted for director nominee Randall Weisenburger given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the charter, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee Arnold Donald is warranted.</i>				
1b	Elect Director Randall J. Weisenburger	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: In the absence of governance committee members on ballot, WITHHOLD votes are warranted for director nominee Randall Weisenburger given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the charter, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee Arnold Donald is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>				
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted</i>				

## Roper Technologies, Inc.

**Meeting Date:** 06/13/2023      **Country:** USA      **Ticker:** ROP  
**Record Date:** 04/19/2023      **Meeting Type:** Annual  
**Primary Security ID:** 776696106

Shares Voted: 4,941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	For	For	For
1.2	Elect Director Amy Woods Brinkley	Mgmt	For	For	For
1.3	Elect Director Irene M. Esteves	Mgmt	For	For	For
1.4	Elect Director L. Neil Hunn	Mgmt	For	For	For
1.5	Elect Director Robert D. Johnson	Mgmt	For	For	For
1.6	Elect Director Thomas P. Joyce, Jr.	Mgmt	For	For	For

## Roper Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Laura G. Thatcher	Mgmt	For	For	For
1.8	Elect Director Richard F. Wallman	Mgmt	For	For	For
1.9	Elect Director Christopher Wright	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For

## Shockwave Medical, Inc.

Meeting Date: 06/13/2023

Country: USA

Ticker: SWAV

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 82489T104

Shares Voted: 6,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director C. Raymond Larkin, Jr.	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Charles (Ray) Larkin Jr. and Maria Sainz given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Laura Francis, is warranted.</i>				
1.2	Elect Director Laura Francis	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Charles (Ray) Larkin Jr. and Maria Sainz given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Laura Francis, is warranted.</i>				
1.3	Elect Director Maria Sainz	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Charles (Ray) Larkin Jr. and Maria Sainz given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Laura Francis, 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	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>				

## Arista Networks, Inc.

Meeting Date: 06/14/2023

Country: USA

Ticker: ANET

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: 040413106

Shares Voted: 11,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis Chew	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Mark Templeton and Lewis Chew given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.</i>				
1.2	Elect Director Douglas Merritt *Withdrawn Resolution*	Mgmt			
	<i>Voter Rationale: A vote FOR the new director nominee Douglas Merritt is warranted.</i>				
1.3	Elect Director Mark B. Templeton	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Mark Templeton and Lewis Chew given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, with caution. Annual incentives utilize financial metrics and long-term incentives are entirely performance-based for the CEO. However, concern remains regarding the level of disclosure of weightings, targets, and results under the annual incentive plan, as well as the use of duplicative metrics, targets and one-year performance periods under the long-term incentive plan.</i>				
3	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>				

## Best Buy Co., Inc.

Meeting Date: 06/14/2023

Country: USA

Ticker: BBY

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 086516101

Shares Voted: 9,271

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Corie S. Barry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Lisa M. Caputo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director J. Patrick Doyle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David W. Kenny	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mario J. Marte	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Best Buy Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Karen A. McLoughlin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Claudia F. Munce	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Richelle P. Parham	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Steven E. Rendle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Sima D. Sistani	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Melinda D. Whittington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Eugene A. Woods	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Blackbaud, Inc.

**Meeting Date:** 06/14/2023

**Country:** USA

**Ticker:** BLKB

**Record Date:** 04/17/2023

**Meeting Type:** Annual

**Primary Security ID:** 09227Q100

**Shares Voted:** 8,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Yogesh K. Gupta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Rupal S. Hollenbeck	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

## Builders FirstSource, Inc.

Meeting Date: 06/14/2023

Country: USA

Ticker: BLDR

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 12008R107

Shares Voted: 26,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul S. Levy	Mgmt	For	For	For
1.2	Elect Director Cory J. Boydston	Mgmt	For	For	For
1.3	Elect Director James O'Leary	Mgmt	For	For	For
1.4	Elect Director Craig A. Steinke	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Adopt Short, Medium, and Long-Term GHG Emissions Reduction Targets	SH	Against	Against	Against

## Caterpillar Inc.

Meeting Date: 06/14/2023

Country: USA

Ticker: CAT

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 149123101

Shares Voted: 24,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kelly A. Ayotte	Mgmt	For	For	For
1.2	Elect Director David L. Calhoun	Mgmt	For	For	For
1.3	Elect Director Daniel M. Dickinson	Mgmt	For	For	For
1.4	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1.5	Elect Director Gerald Johnson	Mgmt	For	For	For
1.6	Elect Director David W. MacLennan	Mgmt	For	For	For
1.7	Elect Director Judith F. Marks	Mgmt	For	For	For
1.8	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.9	Elect Director Susan C. Schwab	Mgmt	For	For	For
1.10	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1.11	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For



## Caterpillar Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Lobbying	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. While the company has improved its disclosure on its political activities, gaps remain regarding how the company assesses its trade association partners' lobbying activities vis-a-vis Paris Agreement goals and steps it would take when significant misalignment is found. This information could help reduce the risk of the company supporting organizations at cross purposes to its goals and values.</i></p>					
7	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted as the company has room to improve on its disclosure of direct and indirect lobbying payments.</i></p>					
8	Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Against	Against	Against
9	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

## Dick's Sporting Goods, Inc.

**Meeting Date:** 06/14/2023      **Country:** USA      **Ticker:** DKS  
**Record Date:** 04/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 253393102

Shares Voted: 10,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark J. Barrenechea	Mgmt	For	For	For
<p><i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>					
1b	Elect Director Emanuel Chirico	Mgmt	For	For	For
<p><i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>					
1c	Elect Director William J. Colombo	Mgmt	For	Refer	Withhold
<p><i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i></p>					
1d	Elect Director Anne Fink	Mgmt	For	For	For
<p><i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>					
1e	Elect Director Larry Fitzgerald, Jr.	Mgmt	For	Refer	Withhold
<p><i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i></p>					

## Dick's Sporting Goods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Lauren R. Hobart	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Sandeep Mathrani	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Desiree Ralls-Morrison	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>				
1i	Elect Director Lawrence J. Schorr	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>				
1j	Elect Director Edward W. Stack	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director Larry D. Stone	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Lawrence Schorr, William Colombo, Larry Fitzgerald Jr., Desiree Ralls-Morrison, and Larry Stone for maintaining a dual-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voter Rationale: 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</i>				
4	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>				
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability.</i>				

## Etsy, Inc.

**Meeting Date:** 06/14/2023

**Country:** USA

**Ticker:** ETSY

**Record Date:** 04/17/2023

**Meeting Type:** Annual

**Primary Security ID:** 29786A106

Shares Voted: 5,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Michele Burns	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent governance committee members Fred Wilson and M. Michele Burns given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>				
1b	Elect Director Josh Silverman	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent governance committee members Fred Wilson and M. Michele Burns given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR Joshua (Josh) Silverman is warranted.</i>				
1c	Elect Director Fred Wilson	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent governance committee members Fred Wilson and M. Michele Burns given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time, and annual incentives are predominantly tied to objective metrics. Beginning in 2022, CEO Silverman is eligible for annual equity grant, half of which is performance-based.</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</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
5	Commission Independent Review of Effectiveness of Efforts to Prevent Harassment and Discrimination	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. The company appears to provide shareholders with sufficient disclosure on its policies surrounding its use of non-disclosure agreements for shareholders to evaluate its management of any related risks.</i>				

## Incyte Corporation

Meeting Date: 06/14/2023

Country: USA

Ticker: INCY

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: 45337C102

Shares Voted: 8,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Julian C. Baker	Mgmt	For	For	For
1.2	Elect Director Jean-Jacques Bienaime	Mgmt	For	For	For
1.3	Elect Director Otis W. Brawley	Mgmt	For	For	For
1.4	Elect Director Paul J. Clancy	Mgmt	For	For	For

## Incyte Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Jacquelyn A. Fouse	Mgmt	For	For	For
1.6	Elect Director Edmund P. Harrigan	Mgmt	For	For	For
1.7	Elect Director Katherine A. High	Mgmt	For	For	For
1.8	Elect Director Herve Hoppenot	Mgmt	For	For	For
1.9	Elect Director Susanne Schaffert	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	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

## Sabra Health Care REIT, Inc.

**Meeting Date:** 06/14/2023      **Country:** USA      **Ticker:** SBRA  
**Record Date:** 04/18/2023      **Meeting Type:** Annual  
**Primary Security ID:** 78573L106

Shares Voted: 41,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig A. Barbarosh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Katie Cusack	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael J. Foster	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Lynne S. Katzmann	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ann Kono	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jeffrey A. Malehorn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Richard K. Matros	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Clifton J. Porter, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Sabra Health Care REIT, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Target Corporation

**Meeting Date:** 06/14/2023      **Country:** USA      **Ticker:** TGT  
**Record Date:** 04/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 87612E106

Shares Voted: 21,316

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director George S. Barrett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Gail K. Boudreaux	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Robert L. Edwards	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Donald R. Knauss	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Christine A. Leahy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Monica C. Lozano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Grace Puma	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Derica W. Rice	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Target Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against

## W. R. Berkley Corporation

**Meeting Date:** 06/14/2023      **Country:** USA      **Ticker:** WRB  
**Record Date:** 04/18/2023      **Meeting Type:** Annual  
**Primary Security ID:** 084423102

Shares Voted: 9,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Robert Berkley, Jr.	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST incumbent directors William Robert (Rob) Berkley Jr., Maria Luisa Ferre Rangel, and Mark Shapiro are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. A vote FOR new director nominee Daniel Mosley is warranted.</i>				
1b	Elect Director Maria Luisa Ferre	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST incumbent directors William Robert (Rob) Berkley Jr., Maria Luisa Ferre Rangel, and Mark Shapiro are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. A vote FOR new director nominee Daniel Mosley is warranted.</i>				
1c	Elect Director Daniel L. Mosley	Mgmt	For	For	For
	<i>Voter Rationale: Votes AGAINST incumbent directors William Robert (Rob) Berkley Jr., Maria Luisa Ferre Rangel, and Mark Shapiro are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. A vote FOR new director nominee Daniel Mosley is warranted.</i>				
1d	Elect Director Mark L. Shapiro	Mgmt	For	Refer	Against
	<i>Voter Rationale: Votes AGAINST incumbent directors William Robert (Rob) Berkley Jr., Maria Luisa Ferre Rangel, and Mark Shapiro are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. A vote FOR new director nominee Daniel Mosley is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: Support FOR this proposal is warranted as pay and performance are reasonably aligned. Although there is some concern regarding the non-formulaic nature of the annual incentive plan, the performance metrics are disclosed, and the long-term incentives are entirely performance-based.</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.</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>				

# ASGN Incorporated

Meeting Date: 06/15/2023

Country: USA

Ticker: ASGN

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: 00191U102

Shares Voted: 9,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark A. Frantz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Jonathan S. Holman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Arshad Matin	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

# BJ's Wholesale Club Holdings, Inc.

Meeting Date: 06/15/2023

Country: USA

Ticker: BJ

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: 05550J101

Shares Voted: 24,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Chris Baldwin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Darryl Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Bob Eddy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Michelle Gloeckler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Maile Naylor (nee Clark)	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Ken Parent	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Chris Peterson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## BJ's Wholesale Club Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Rob Steele	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

## Delta Air Lines, Inc.

**Meeting Date:** 06/15/2023      **Country:** USA      **Ticker:** DAL  
**Record Date:** 04/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 247361702

Shares Voted: 29,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	For	For	For
1b	Elect Director Greg Creed	Mgmt	For	For	For
1c	Elect Director David G. DeWalt	Mgmt	For	For	For
1d	Elect Director William H. Easter, III	Mgmt	For	For	For
1e	Elect Director Leslie D. Hale	Mgmt	For	For	For
1f	Elect Director Christopher A. Hazleton	Mgmt	For	For	For
1g	Elect Director Michael P. Huerta	Mgmt	For	For	For
1h	Elect Director Jeanne P. Jackson	Mgmt	For	For	For
1i	Elect Director George N. Mattson	Mgmt	For	For	For
1j	Elect Director Vasant M. Prabhu	Mgmt	For	For	For
1k	Elect Director Sergio A. L. Rial	Mgmt	For	For	For
1l	Elect Director David S. Taylor	Mgmt	For	For	For
1m	Elect Director Kathy N. Waller	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

*Voter Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.*



## Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company's management of related risks.</i></p>					

## Investnet, Inc.

**Meeting Date:** 06/15/2023      **Country:** USA      **Ticker:** ENV  
**Record Date:** 04/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 29404K106

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Luis Aguilar	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.2	Elect Director Gayle Crowell	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.3	Elect Director James Fox	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
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

## Equity Residential

**Meeting Date:** 06/15/2023      **Country:** USA      **Ticker:** EQR  
**Record Date:** 03/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** 29476L107

Shares Voted: 15,788

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Angela M. Aman	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR Corporate Governance Committee members Tahsinul Zia Huque, Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i></p>					
1.2	Elect Director Linda Walker Bynoe	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR Corporate Governance Committee members Tahsinul Zia Huque, Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i></p>					

## Equity Residential

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Mary Kay Haben	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Corporate Governance Committee members Tahsinul Zia Huque, Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Tahsinul Zia Huque	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Corporate Governance Committee members Tahsinul Zia Huque, Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director John E. Neal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Corporate Governance Committee members Tahsinul Zia Huque, Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director David J. Neithercut	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Corporate Governance Committee members Tahsinul Zia Huque, Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Mark J. Parrell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Corporate Governance Committee members Tahsinul Zia Huque, Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.8	Elect Director Mark S. Shapiro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Corporate Governance Committee members Tahsinul Zia Huque, Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director Stephen E. Sterrett	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR Corporate Governance Committee members Tahsinul Zia Huque, Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i>				
1.10	Elect Director Samuel Zell - Withdrawn	Mgmt			
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

## Evercore Inc.

**Meeting Date:** 06/15/2023

**Country:** USA

**Ticker:** EVR

**Record Date:** 04/21/2023

**Meeting Type:** Annual

**Primary Security ID:** 29977A105

**Shares Voted:** 6,500

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

## Evercore Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Richard I. Beattie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Pamela G. Carlton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Ellen V. Futter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Gail B. Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Robert B. Millard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Willard J. Overlock, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Simon M. Robertson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director John S. Weinberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director William J. Wheeler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Sarah K. Williamson	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

## GameStop Corp.

**Meeting Date:** 06/15/2023      **Country:** USA      **Ticker:** GME  
**Record Date:** 04/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 36467W109

Shares Voted: 45,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Matthew (Matt) Furlong	Mgmt	For	For	For
1.2	Elect Director Alain (Alan) Attal	Mgmt	For	For	For
1.3	Elect Director Lawrence (Larry) Cheng	Mgmt	For	For	For
1.4	Elect Director Ryan Cohen	Mgmt	For	For	For
1.5	Elect Director James (Jim) Grube	Mgmt	For	For	For

## GameStop Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Yang Xu	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

## Generac Holdings Inc.

**Meeting Date:** 06/15/2023      **Country:** USA      **Ticker:** GNRC  
**Record Date:** 04/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 368736104

Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marcia J. Avedon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Bennett J. Morgan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Dominick P. Zarcone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Ingersoll Rand Inc.

**Meeting Date:** 06/15/2023      **Country:** USA      **Ticker:** IR  
**Record Date:** 04/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 45687V106

Shares Voted: 18,704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicente Reynal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director William P. Donnelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Ingersoll Rand Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Kirk E. Arnold	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Gary D. Forsee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jennifer Hartssock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John Humphrey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Marc E. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Mark Stevenson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Michael Stubblefield	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Tony L. White	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. While annual incentives were based on financial performance, specific targets and actual quantified results were not disclosed, hindering investors' ability to analyze goal rigor. Further, for FY22, the committee used discretion to increase payouts, including to the CEO. More concerning however, is a special grant made to CEO Reynal, with limited rationale. While the award is contingent upon rigorous performance goals, the magnitude is outsized and grant values disclosed in proxy pay tables do not yet include additional stock options that were granted in early 2023. The award also appears to be made in addition to regular annual grants, as the CEO also received an annual equity award in FY22.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Monolithic Power Systems, Inc.

Meeting Date: 06/15/2023

Country: USA

Ticker: MPWR

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: 609839105

Shares Voted: 2,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Victor K. Lee	Mgmt	For	For	For
1.2	Elect Director James C. Moyer	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For

## Monolithic Power Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST the proposal is warranted. CEO pay as valued by ISS increased by more than 33 percent year-over-year, and was nearly three times the median CEO pay in the company-selected peer group. The company also utilizes a high maximum opportunity in the short- and long-term programs. With the annual bonus earned at maximum in FY22, the CEO received a payout at four times his target bonus opportunity. In addition, the company amended FY22 equity awards, switching to stock price goals with only limited rationale explaining why the original goals were no longer appropriate. While the new goals require an increase in stock price, they were awarded after a rather steep decline in price. Lastly, other NEO pay is also relatively high, as compared to the median peer CEO.</i></p>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

## Nexstar Media Group, Inc.

**Meeting Date:** 06/15/2023      **Country:** USA      **Ticker:** NXST  
**Record Date:** 04/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 65336K103

Shares Voted: 6,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Declassify the Board of Directors	Mgmt	For	For	For
<p><i>Voter Rationale: New Mexico favours unclassified board of directors.</i></p>					
2	Amend Charter to Add Federal Forum Selection Provision	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
4	Amend Charter	Mgmt	For	For	For
5.1	Elect Director John R. Muse	Mgmt	For	For	For
5.2	Elect Director I. Martin Pompadur	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
8	Advisory Vote on Say on Pay Frequency	Mgmt	Two Years	One Year	One Year
<p><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></p>					
9	Require Independent Board Chair	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. The company has not appointed a lead independent director to serve as a counterbalance to the combined CEO and chair position, and shareholders lack certain rights such as the ability to call special meetings, act by written consent, and the right to proxy access. Furthermore, the proposal will allow the board to implement the independent chair policy upon the next CEO transition or contract renewal, so is not overly prescriptive.</i></p>					

## Norwegian Cruise Line Holdings Ltd.

Meeting Date: 06/15/2023

Country: Bermuda

Ticker: NCLH

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: G66721104

Shares Voted: 19,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Abrams	Mgmt	For	For	For
1b	Elect Director Zillah Byng-Thorne	Mgmt	For	For	For
1c	Elect Director Russell W. Galbut	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

## Ollie's Bargain Outlet Holdings, Inc.

Meeting Date: 06/15/2023

Country: USA

Ticker: OLLI

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 681116109

Shares Voted: 10,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alissa Ahlman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robert Fisch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Stanley Fleishman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Thomas Hendrickson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Abid Rizvi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John Swygert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Stephen White	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Richard Zannino	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Ollie's Bargain Outlet Holdings, Inc.

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

## STAAR Surgical Company

**Meeting Date:** 06/15/2023      **Country:** USA      **Ticker:** STAA  
**Record Date:** 04/18/2023      **Meeting Type:** Annual  
**Primary Security ID:** 852312305

Shares Voted: 8,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen C. Farrell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Thomas G. Frinzi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Gilbert H. Kliman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Aimee S. Weisner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Elizabeth Yeu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director K. Peony Yu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify BDO USA, LLP as Auditors	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

## Universal Display Corporation

**Meeting Date:** 06/15/2023      **Country:** USA      **Ticker:** OLED  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 91347P105



# Universal Display Corporation

Shares Voted: 7,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven V. Abramson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Cynthia J. Comparin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Richard C. Elias	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Elizabeth H. Gemmill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director C. Keith Hartley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Celia M. Joseph	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Lawrence Lacerte	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Sidney D. Rosenblatt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

# Aon plc

Meeting Date: 06/16/2023

Country: Ireland

Ticker: AON

Record Date: 04/14/2023

Meeting Type: Annual

Primary Security ID: G0403H108

Shares Voted: 9,545

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	For	For
1.2	Elect Director Gregory C. Case	Mgmt	For	For	For
1.3	Elect Director Jin-Yong Cai	Mgmt	For	For	For
1.4	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For
1.5	Elect Director Fulvio Conti	Mgmt	For	For	For

## Aon plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Cheryl A. Francis	Mgmt	For	For	For
1.7	Elect Director Adriana Karaboutis	Mgmt	For	For	For
1.8	Elect Director Richard C. Notebaert	Mgmt	For	For	For
1.9	Elect Director Gloria Santona	Mgmt	For	For	For
1.10	Elect Director Sarah E. Smith	Mgmt	For	For	For
1.11	Elect Director Byron O. Spruell	Mgmt	For	For	For
1.12	Elect Director Carolyn Y. Woo	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Amend Omnibus Plan	Mgmt	For	For	For

## Fortinet, Inc.

Meeting Date: 06/16/2023

Country: USA

Ticker: FTNT

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 34959E109

Shares Voted: 30,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ken Xie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Michael Xie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Kenneth A. Goldman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Ming Hsieh	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Jean Hu	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director William H. Neukom	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## Fortinet, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Judith Sim	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Admiral James Stavridis (Ret)	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditor	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	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For

## T-Mobile US, Inc.

**Meeting Date:** 06/16/2023      **Country:** USA      **Ticker:** TMUS  
**Record Date:** 04/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 872590104

**Shares Voted:** 27,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andre Almeida	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Marcelo Claire	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Srikant M. Datar	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Srinivasan Gopalan	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Timotheus Hottges	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director Christian P. Illek	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Raphael Kubler	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1.8	Elect Director Thorsten Langheim	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director Dominique Leroy	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1.10	Elect Director Letitia A. Long	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1.11	Elect Director G. Michael Sievert	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1.12	Elect Director Teresa A. Taylor	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>				
1.13	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>				

## T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	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>					
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 and performance are reasonably aligned at this time. The annual incentives are primarily based on pre-set financial metrics and half the long-term incentives are based on performance and utilize a multi-year performance period.</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	Approve 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	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted given that the purchase price is reasonable, the shares reserved is relatively conservative, and the offering period is within the prescribed limits.</i>					

## Crocs, Inc.

**Meeting Date:** 06/20/2023      **Country:** USA      **Ticker:** CROX  
**Record Date:** 04/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 227046109

**Shares Voted:** 11,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas J. Smach	Mgmt	For	For	For
1.2	Elect Director Beth J. Kaplan	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## ExlService Holdings, Inc.

**Meeting Date:** 06/20/2023      **Country:** USA      **Ticker:** EXLS  
**Record Date:** 04/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 302081104

## ExlService Holdings, Inc.

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vikram Pandit	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Rohit Kapoor	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Andreas Fibig	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Som Mittal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Kristy Pipes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Nitin Sahney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jaynie Studenmund	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Forward Stock Split	Mgmt	For	For	For
6	Amend Articles of Incorporation to Provide Directors May Be Removed With or Without Cause	Mgmt	For	For	For

## General Motors Company

Meeting Date: 06/20/2023

Country: USA

Ticker: GM

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: 37045V100

Shares Voted: 65,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Aneel Bhusri	Mgmt	For	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
1d	Elect Director Joanne C. Crevoiserat	Mgmt	For	For	For
1e	Elect Director Linda R. Gooden	Mgmt	For	For	For

## General Motors Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Joseph Jimenez	Mgmt	For	For	For
1g	Elect Director Jonathan McNeill	Mgmt	For	For	For
1h	Elect Director Judith A. Miscik	Mgmt	For	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	For	For
1j	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1k	Elect Director Mark A. Tatum	Mgmt	For	For	For
1l	Elect Director Jan E. Tighe	Mgmt	For	For	For
1m	Elect Director Devin N. Wenig	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Risks Related to Operations in China	SH	Against	Against	Against
6	Provide Right to Act by Written Consent	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights, and the risk of abuse is considered small.</i>					
7	Report on Setting Sustainable Sourcing Targets	SH	Against	Against	Against

## Grand Canyon Education, Inc.

**Meeting Date:** 06/20/2023      **Country:** USA      **Ticker:** LOPE  
**Record Date:** 04/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 38526M106

Shares Voted: 5,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian E. Mueller	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Sara R. Dial	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Jack A. Henry	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.4	Elect Director Lisa Graham Keegan	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.5	Elect Director Chevy Humphrey	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					

## Grand Canyon Education, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director David M. Adame	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

## Grocery Outlet Holding Corp.

**Meeting Date:** 06/20/2023      **Country:** USA      **Ticker:** GO  
**Record Date:** 04/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 39874R101

Shares Voted: 16,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth W. Alterman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director John (Jeb) E. Bachman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Thomas F. Herman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Erik D. Ragatz	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

## MetLife, Inc.

**Meeting Date:** 06/20/2023      **Country:** USA      **Ticker:** MET  
**Record Date:** 04/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 59156R108

Shares Voted: 30,487

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



## MetLife, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Carla A. Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Gerald L. Hassell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director David L. Herzog	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director R. Glenn Hubbard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jeh C. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William E. Kennard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Michel A. Khalaf	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Catherine R. Kinney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Diana L. McKenzie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Denise M. Morrison	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Mark A. Weinberger	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## SLM Corporation

**Meeting Date:** 06/20/2023

**Country:** USA

**Ticker:** SLM

**Record Date:** 04/21/2023

**Meeting Type:** Annual

**Primary Security ID:** 78442P106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Scott Blackley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Paul G. Child	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Mary Carter Warren Franke	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Marianne M. Keler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mark L. Lavelle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Ted Manvitz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jim Matheson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Samuel T. Ramsey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Vivian C. Schneck-Last	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Robert S. Strong	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Jonathan W. Witter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Kirsten O. Wolberg	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

Activision Blizzard, Inc.

Meeting Date: 06/21/2023

Country: USA

Ticker: ATVI

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: 00507V109

## Activision Blizzard, Inc.

Shares Voted: 33,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Reveta Bowers	Mgmt	For	For	For
1b	Elect Director Kerry Carr	Mgmt	For	For	For
1c	Elect Director Robert Corti	Mgmt	For	For	For
1d	Elect Director Brian Kelly	Mgmt	For	For	For
1e	Elect Director Robert Kotick	Mgmt	For	For	For
1f	Elect Director Barry Meyer	Mgmt	For	For	For
1g	Elect Director Robert Morgado	Mgmt	For	For	For
1h	Elect Director Peter Nolan	Mgmt	For	For	For
1i	Elect Director Dawn Ostroff	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. The proposal is not an outright ban on the acceleration of awards or other severance arrangements; rather, future agreements that exceed the severance basis would likely require shareholder ratification. Further, the proposal only applies to future severance arrangements and therefore would not impact all severance programs that are currently in place.</i></p>					
6	Adopt Policy on Freedom of Association and Collective Bargaining	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company's management of related risks.</i></p>					
7	Report on Prevention of Harassment and Discrimination in the Workplace - Withdrawn	SH			

## Autodesk, Inc.

Meeting Date: 06/21/2023

Country: USA

Ticker: ADSK

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: 052769106

Shares Voted: 10,007

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

## Autodesk, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Karen Blasing	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Reid French	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Ayanna Howard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Blake Irving	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Mary T. McDowell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Stephen Milligan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Lorrie M. Norrington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Elizabeth (Betsy) Rafael	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Rami Rahim	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Stacy J. Smith	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

## eBay, Inc.

**Meeting Date:** 06/21/2023

**Country:** USA

**Ticker:** EBAY

**Record Date:** 04/24/2023

**Meeting Type:** Annual

**Primary Security ID:** 278642103

**Shares Voted:** 25,098

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	For	For	For
1b	Elect Director Aparna Chennapragada	Mgmt	For	For	For
1c	Elect Director Logan D. Green	Mgmt	For	For	For
1d	Elect Director E. Carol Hayles	Mgmt	For	For	For

## eBay, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Jamie Iannone	Mgmt	For	For	For
1f	Elect Director Shripriya Mahesh	Mgmt	For	For	For
1g	Elect Director Paul S. Pressler	Mgmt	For	For	For
1h	Elect Director Mohak Shroff	Mgmt	For	For	For
1i	Elect Director Perry M. Traquina	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><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 factor(s):- The plan cost is excessive- The three-year average burn rate is excessive- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary)- The plan allows broad discretion to accelerate vesting</i></p>					
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	For	For
<p><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 small.</i></p>					

## Nasdaq, Inc.

**Meeting Date:** 06/21/2023      **Country:** USA      **Ticker:** NDAQ  
**Record Date:** 04/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 631103108

**Shares Voted:** 15,684

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melissa M. Arnoldi	Mgmt	For	For	For
1b	Elect Director Charlene T. Begley	Mgmt	For	For	For
1c	Elect Director Steven D. Black	Mgmt	For	For	For
1d	Elect Director Adena T. Friedman	Mgmt	For	For	For
1e	Elect Director Essa Kazim	Mgmt	For	For	For
1f	Elect Director Thomas A. Kloet	Mgmt	For	For	For
1g	Elect Director Michael R. Splinter	Mgmt	For	For	For
1h	Elect Director Johan Torgeby	Mgmt	For	For	For
1i	Elect Director Toni Townes-Whitley	Mgmt	For	For	For
1j	Elect Director Jeffery W. Yabuki	Mgmt	For	For	For

## Nasdaq, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Alfred W. Zollar	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

## HealthEquity, Inc.

Meeting Date: 06/22/2023

Country: USA

Ticker: HQY

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: 42226A107

Shares Voted: 15,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Selander	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Jon Kessler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Stephen Neeleman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Paul Black	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Frank Corvino	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Adrian Dillon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Evelyn Dilsaver	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Debra McCowan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Rajesh Natarajan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Stuart Parker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Gayle Wellborn	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

## HealthEquity, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Match Group, Inc.

**Meeting Date:** 06/22/2023      **Country:** USA      **Ticker:** MTCH  
**Record Date:** 04/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 57667L107

Shares Voted: 12,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharmistha Dubey	Mgmt	For	For	For
1b	Elect Director Ann L. McDaniel	Mgmt	For	For	For
1c	Elect Director Thomas J. McInerney	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted. The company made mid-cycle changes to previously granted PSUs, changing the benchmark used for the awards. Though concerns are noted in the annual pay program, including a fully discretionary annual bonus and a minor modification to in-flight performance equity awards, these are mitigated for the year in review, as pay and performance are reasonably aligned. However, significant concern is noted regarding the CFO's employment agreement amendment, which increased his compensation for FY22 by providing for retention equity awards and, more notably, accelerated vesting of all time-vested equity awards, a problematic pay practice that undermines the retentive aspect of LTI awards. Additionally, concerns remain regarding the entirely discretionary bonus payouts under the annual incentive program.</i>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Monster Beverage Corporation

**Meeting Date:** 06/22/2023      **Country:** USA      **Ticker:** MNST  
**Record Date:** 04/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 61174X109

Shares Voted: 35,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney C. Sacks	Mgmt	For	For	For
1.2	Elect Director Hilton H. Schlosberg	Mgmt	For	For	For
1.3	Elect Director Mark J. Hall	Mgmt	For	For	For
1.4	Elect Director Ana Demel	Mgmt	For	For	For
1.5	Elect Director James L. Dinkins	Mgmt	For	For	For

## Monster Beverage Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Gary P. Fayard	Mgmt	For	For	For
1.7	Elect Director Tiffany M. Hall	Mgmt	For	For	For
1.8	Elect Director Jeanne P. Jackson	Mgmt	For	For	For
1.9	Elect Director Steven G. Pizula	Mgmt	For	For	For
1.10	Elect Director Mark S. Vidergauz	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Increase Authorized Common Stock	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST this proposal is warranted as the proposed increase is not reasonable (3.75 billion shares is above the allowable threshold of 1.25 billion shares).</i></p>					
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

## NVIDIA Corporation

**Meeting Date:** 06/22/2023      **Country:** USA      **Ticker:** NVDA  
**Record Date:** 04/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 67066G104

**Shares Voted:** 115,228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Tench Coxé	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					



## NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Michael G. McCaffery	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Mark L. Perry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director A. Brooke Seawell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Aarti Shah	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Mark A. Stevens	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

## PVH Corp.

**Meeting Date:** 06/22/2023      **Country:** USA      **Ticker:** PVH  
**Record Date:** 04/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 693656100

**Shares Voted:** 11,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ajay Bhalla	Mgmt	For	For	For
1b	Elect Director Michael M. Calbert	Mgmt	For	For	For
1c	Elect Director Brent Callinicos	Mgmt	For	For	For
1d	Elect Director George Cheeks	Mgmt	For	For	For
1e	Elect Director Stefan Larsson	Mgmt	For	For	For
1f	Elect Director G. Penny McIntyre	Mgmt	For	For	For
1g	Elect Director Amy McPherson	Mgmt	For	For	For
1h	Elect Director Allison Peterson	Mgmt	For	For	For
1i	Elect Director Edward R. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Judith Amanda Sourry Knox	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## PVH Corp.

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	Amend Certificate of Incorporation to Update the Exculpation Provision Under the Delaware General Corporation Law	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## The Kroger Co.

**Meeting Date:** 06/22/2023      **Country:** USA      **Ticker:** KR  
**Record Date:** 04/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 501044101

Shares Voted: 30,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1b	Elect Director Kevin M. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1c	Elect Director Elaine L. Chao	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1d	Elect Director Anne Gates	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1e	Elect Director Karen M. Hoguet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1f	Elect Director W. Rodney McMullen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1g	Elect Director Clyde R. Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1h	Elect Director Ronald L. Sargent	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1i	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1j	Elect Director Mark S. Sutton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				
1k	Elect Director Ashok Vemuri	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominee is warranted.</i>				

## The Kroger Co.

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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Against	Against	Against
6	Report on Charitable Contributions	SH	Against	Against	Against
7	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to reduce its plastics use by shifting away from single-use packaging would allow shareholders to better assess the company's related risk management.</i></p>					
8	Report on Gender/Racial Pay Gap	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from global median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i></p>					
9	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against

## Vicor Corporation

**Meeting Date:** 06/23/2023      **Country:** USA      **Ticker:** VICR  
**Record Date:** 04/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 925815102

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Samuel J. Anderson	Mgmt	For	Refer	Withhold
<p><i>Voter Rationale: WITHHOLD votes are warranted for all incumbent director nominees for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Patrizio Vinciarelli as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Samuel (Sam) Anderson, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent.</i></p>					
1.2	Elect Director M. Michael Ansour	Mgmt	For	Refer	Withhold
<p><i>Voter Rationale: WITHHOLD votes are warranted for all incumbent director nominees for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Patrizio Vinciarelli as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Samuel (Sam) Anderson, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Jason L. Carlson	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for all incumbent director nominees for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Patrizio Vinciarelli as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Samuel (Sam) Anderson, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent.</i></p>				
1.4	Elect Director Philip D. Davies	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for all incumbent director nominees for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Patrizio Vinciarelli as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Samuel (Sam) Anderson, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent.</i></p>				
1.5	Elect Director Andrew T. D'Amico	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for all incumbent director nominees for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Patrizio Vinciarelli as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Samuel (Sam) Anderson, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent.</i></p>				
1.6	Elect Director Estia J. Eichten	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for all incumbent director nominees for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Patrizio Vinciarelli as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Samuel (Sam) Anderson, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent.</i></p>				
1.7	Elect Director Zmira Lavie	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for all incumbent director nominees for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Patrizio Vinciarelli as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Samuel (Sam) Anderson, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent.</i></p>				
1.8	Elect Director Michael S. McNamara	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for all incumbent director nominees for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Patrizio Vinciarelli as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Samuel (Sam) Anderson, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent.</i></p>				
1.9	Elect Director James F. Schmidt	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for all incumbent director nominees for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Patrizio Vinciarelli as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Samuel (Sam) Anderson, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent.</i></p>				

## Vicor Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director John Shen	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for all incumbent director nominees for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Patrizio Vinciarelli as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Samuel (Sam) Anderson, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent.</i>				
1.11	Elect Director Claudio Tuozzolo	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for all incumbent director nominees for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Patrizio Vinciarelli as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Samuel (Sam) Anderson, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent.</i>				
1.12	Elect Director Patrizio Vinciarelli	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for all incumbent director nominees for maintaining a multi-class capital structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Patrizio Vinciarelli as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Samuel (Sam) Anderson, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee and for failing to establish a board on which a majority of the directors are independent.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	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>				

## Biogen Inc.

**Meeting Date:** 06/26/2023      **Country:** USA      **Ticker:** BIIB  
**Record Date:** 04/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 09062X103

**Shares Voted:** 6,624

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexander J. Denner - Withdrawn	Mgmt			
	<i>Voter Rationale: A vote AGAINST compensation committee members Maria Freire, William Hawkins, William Jones, and Richard Mulligan is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal.</i>				
1b	Elect Director Caroline D. Dorsa	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee members Maria Freire, William Hawkins, William Jones, and Richard Mulligan is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal.</i>				
1c	Elect Director Maria C. Freire	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST compensation committee members Maria Freire, William Hawkins, William Jones, and Richard Mulligan is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director William A. Hawkins	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST compensation committee members Maria Freire, William Hawkins, William Jones, and Richard Mulligan is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal.</i>				
1e	Elect Director William D. Jones- Withdrawn	Mgmt			
	<i>Voter Rationale: A vote AGAINST compensation committee members Maria Freire, William Hawkins, William Jones, and Richard Mulligan is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal.</i>				
1f	Elect Director Jesus B. Mantas	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee members Maria Freire, William Hawkins, William Jones, and Richard Mulligan is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal.</i>				
1g	Elect Director Richard C. Mulligan- Withdrawn	Mgmt			
	<i>Voter Rationale: A vote AGAINST compensation committee members Maria Freire, William Hawkins, William Jones, and Richard Mulligan is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal.</i>				
1h	Elect Director Eric K. Rowinsky	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee members Maria Freire, William Hawkins, William Jones, and Richard Mulligan is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal.</i>				
1i	Elect Director Stephen A. Sherwin	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee members Maria Freire, William Hawkins, William Jones, and Richard Mulligan is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal.</i>				
1j	Elect Director Christopher A. Viehbacher	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST compensation committee members Maria Freire, William Hawkins, William Jones, and Richard Mulligan is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal.</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	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment for the year under review is mitigated given that annual and long-term incentives are sufficiently tied to objective performance measures, although continued monitoring is warranted given goal rigor and disclosure concerns under the annual incentive program. However, the compensation committee did not demonstrate sufficient responsiveness to last year's say-on-pay vote result. Specifically, the company does not disclose any shareholder concerns or specific feedback and the committee did not take any specific actions in response to the nearly half its shareholders opposing last year's say-on-pay.</i>				
4	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.</i>				
5	Elect Director Susan K. Langer	Mgmt	For	For	For

# Masimo Corporation

Meeting Date: 06/26/2023

Country: USA

Ticker: MASI

Record Date: 05/11/2023

Meeting Type: Proxy Contest

Primary Security ID: 574795100

Shares Voted: 8,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 2 Directors	Mgmt			
1a	Elect Management Nominee Director H Michael Cohen	Mgmt	For	Refer	Do Not Vote
1b	Elect Management Nominee Director Julie A. Shimer	Mgmt	For	Refer	Do Not Vote
1c	Elect Dissident Nominee Director Michelle Brennan	SH	Withhold	Refer	Do Not Vote
1d	Elect Dissident Nominee Director Quentin Koffey	SH	Withhold	Refer	Do Not Vote
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	Refer	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Do Not Vote
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	Do Not Vote
5	Declassify the Board of Directors	Mgmt	For	Refer	Do Not Vote
6	Approve Increase in Size of Board from Five to Seven	Mgmt	For	Refer	Do Not Vote
7	Approve Repeal Any Provision of or Amendment to Bylaws of the Company Adopted Without the Approval of Shareholders after April 20, 2023 and Through the Conclusion of the Annual Meeting	SH	Against	Refer	Do Not Vote
	Dissident Universal Proxy (Blue Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 2 Directors	Mgmt			
	Politan Nominees	Mgmt			
1a	Elect Dissident Nominee Director Michelle Brennan	SH	For	Refer	For
<i>Voter Rationale: The dissident has made a case for change. Votes FOR dissident nominees Michelle Brennan and Quentin Koffey are warranted.</i>					
1b	Elect Dissident Nominee Director Quentin Koffey	SH	For	Refer	For
<i>Voter Rationale: The dissident has made a case for change. Votes FOR dissident nominees Michelle Brennan and Quentin Koffey are warranted.</i>					
	Company Nominees Opposed by Politan	Mgmt			

## Masimo Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Management Nominee Director H Michael Cohen	Mgmt	Withhold	Refer	Withhold
	<i>Voter Rationale: The dissident has made a case for change. Votes FOR dissident nominees Michelle Brennan and Quentin Koffey are warranted.</i>				
1b	Elect Management Nominee Director Julie A. Shimer	Mgmt	Withhold	Refer	Withhold
	<i>Voter Rationale: The dissident has made a case for change. Votes FOR dissident nominees Michelle Brennan and Quentin Koffey are warranted.</i>				
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	Refer	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	Against	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. The compensation committee was sufficiently responsive after receiving significant opposition to the 2022 say-on-pay proposal. The committee made positive changes to the LTI program and committed to include only double-trigger change-in-control provisions in any new employment agreements, addressing key shareholder concerns. In addition, the annual and long-term incentive programs are sufficiently performance-based. Annual incentives were entirely tied to objective financial metrics with rigorous targets, and a substantial portion of the NEOs' LTI awards were tied to performance conditions. While concerns are noted surrounding the lack of forward-looking goals in the LTI, changes to the program for FY23 strengthen the multi-year focus of the program. Given these factors, the pay-for-performance misalignment for the year under review is mitigated.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Refer	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	Declassify the Board of Directors	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>				
6	Approve Increase in Size of Board from Five to Seven	Mgmt	Abstain	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. A board consisting of seven members is more appropriate for the company than a board consisting of only five members.</i>				
7	Approve Repeal Any Provision of or Amendment to Bylaws of the Company Adopted Without the Approval of Shareholders after April 20, 2023 and Through the Conclusion of the Annual Meeting	SH	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted given that the dissident has made a compelling case for change and there appears to be minimal downside risk to shareholders in approving the request.</i>				

## United Therapeutics Corporation

Meeting Date: 06/26/2023

Country: USA

Ticker: UTHR

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: 91307C102

Shares Voted: 8,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher Causey	Mgmt	For	For	For



# United Therapeutics Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Raymond Dwek	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Richard Giltner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Katherine Klein	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ray Kurzweil	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Linda Maxwell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Nilda Mesa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Judy Olian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Christopher Patusky	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Martine Rothblatt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Louis Sullivan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Tommy Thompson	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

# CarMax, Inc.

**Meeting Date:** 06/27/2023      **Country:** USA      **Ticker:** KMX  
**Record Date:** 04/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 143130102

**Shares Voted:** 7,280

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Bensen	Mgmt	For	For	For

## CarMax, 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 Ronald E. Blaylock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Sona Chawla	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Thomas J. Folliard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Shira Goodman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director David W. McCreight	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director William D. Nash	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Mark F. O'Neil	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Pietro Satriano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Marcella Shinder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Mitchell D. Steenrod	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	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. While the annual incentive program is predominantly based on objective financial criteria and payouts were below target, significant structural concerns were identified regarding the equity incentive program. Specifically, the large majority of equity incentives lack performance conditions. This concern is magnified as the LTIP utilizes annual measurement period for PSUs, rather than requiring sustained performance over a multi-year period. This concern is further heightened as the company uses an overlapping metric and target goal between the short- and long-term programs.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

## Mastercard Incorporated

**Meeting Date:** 06/27/2023

**Country:** USA

**Ticker:** MA

**Record Date:** 04/28/2023

**Meeting Type:** Annual

**Primary Security ID:** 57636Q104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
1k	Elect Director Harit Talwar	Mgmt	For	For	For
1l	Elect Director Lance Uggla	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	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Report on Overseeing Risks Related to Discrimination	SH	Against	Against	Against
7	Report on Establishing Merchant Category Code for Gun and Ammunition Stores	SH	Against	Against	Against
8	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
10	Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	SH	Against	Against	Against

## Jefferies Financial Group Inc.

Meeting Date: 06/28/2023

Country: USA

Ticker: JEF

Record Date: 05/24/2023

Meeting Type: Special

Primary Security ID: 47233W109

## Jefferies Financial Group Inc.

Shares Voted: 33,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize a New Class of Common Stock	Mgmt	For	Refer	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. The authorization of non-voting common shares will help facilitate and strengthen the company's current strategic alliance with SMBC</i></p>					
2	Adjourn Meeting	Mgmt	For	Refer	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted since item 1 warrants support.</i></p>					

## National Instruments Corporation

Meeting Date: 06/29/2023

Country: USA

Ticker: NATI

Record Date: 05/23/2023

Meeting Type: Special

Primary Security ID: 636518102

Shares Voted: 23,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
<p><i>Voter Rationale: In light of the company's reasonably thorough review of strategic alternatives, the premium to the unaffected price and historical trading levels, the certainty of value inherent in the cash form of consideration, and the downside risk of non-approval, a vote FOR the merger transaction is warranted.</i></p>					
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted. Cash severance is double trigger and reasonably based, and no excise tax gross-up is payable. In addition, a majority of outstanding equity awards are double trigger and PSUs will vest at target levels.</i></p>					
3	Adjourn Meeting	Mgmt	For	Refer	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted given the underlying transaction merits support.</i></p>					

## RH

Meeting Date: 06/29/2023

Country: USA

Ticker: RH

Record Date: 05/23/2023

Meeting Type: Annual

Primary Security ID: 74967X103

Shares Voted: 3,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hilary Krane	Mgmt	For	For	For
1.2	Elect Director Katie Mitic	Mgmt	For	For	For
1.3	Elect Director Ali Rowghani	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Procurement of Down Feathers from the Company's Suppliers	SH	Against	Against	Against