

VOTE SUMMARY REPORT

Date range covered : 07/01/2023 to 09/30/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Constellation Brands, Inc.

Meeting Date: 07/18/2023 **Country:** USA **Ticker:** STZ
Record Date: 05/19/2023 **Meeting Type:** Annual
Primary Security ID: 21036P108

Shares Voted: 7,921

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christy Clark	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Sands is warranted for serving as a non-independent member of key board committees.A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Jennifer M. Daniels	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Sands is warranted for serving as a non-independent member of key board committees.A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Nicholas I. Fink	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Sands is warranted for serving as a non-independent member of key board committees.A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Ernesto M. Hernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Sands is warranted for serving as a non-independent member of key board committees.A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Susan Somersille Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Sands is warranted for serving as a non-independent member of key board committees.A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Jose Manuel Madero Garza	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Sands is warranted for serving as a non-independent member of key board committees.A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Daniel J. McCarthy	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Sands is warranted for serving as a non-independent member of key board committees.A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director William A. Newlands	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Sands is warranted for serving as a non-independent member of key board committees.A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Richard Sands	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Sands is warranted for serving as a non-independent member of key board committees.A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director Robert Sands	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Sands is warranted for serving as a non-independent member of key board committees.A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director Judy A. Schmeling	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Robert Sands is warranted for serving as a non-independent member of key board committees.A vote FOR the remaining director nominees is warranted.</i>				

Constellation Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 for the year in review. Annual incentives remain based entirely on pre-set financial performance targets. A majority of long-term incentives continue to be time-based, but beginning with FY23, half of LTI will be performance-based.</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	Disclose GHG Emissions Reductions Targets	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>				
6	Report on Support for a Circular Economy for Packaging	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to support a circular economy for packaging would allow shareholders to better assess the company's management of related risks.</i>				

Extra Space Storage Inc.

Meeting Date: 07/18/2023 **Country:** USA **Ticker:** EXR
Record Date: 05/23/2023 **Meeting Type:** Special

Primary Security ID: 30225T102

Shares Voted: 6,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
	<i>Voter Rationale: The strategic rationale appears sound, and the merger is expected to generate cost savings and be accretive to earnings. As such, 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>				

Life Storage, Inc.

Meeting Date: 07/18/2023 **Country:** USA **Ticker:** LSI
Record Date: 05/23/2023 **Meeting Type:** Special

Primary Security ID: 53223X107

Shares Voted: 15,400

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

Life Storage, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: The sales process was thorough with competitive tension between two competing bidders, shareholders are receiving a premium, the strategic rationale appears sound, the merger is expected to generate meaningful cost synergies and be accretive to earnings, the equity form of consideration allows shareholders to participate in the potential upside of the combined company, and there is a potential downside risk of non-approval. As such, support FOR the proposed transaction is warranted.</i>				
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Although cash severance is double trigger and reasonably based, the board intends to adopt an excise tax gross-up plan prior to closing. Additionally, equity awards will automatically accelerate upon closing</i>				
3	Adjourn Meeting	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.</i>				

Advanced Drainage Systems, Inc.

Meeting Date: 07/20/2023 **Country:** USA **Ticker:** WMS
Record Date: 05/26/2023 **Meeting Type:** Annual
Primary Security ID: 00790R104

Shares Voted: 11,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director D. Scott Barbour	Mgmt	For	For	For
1b	Elect Director Anesa T. Chaibi	Mgmt	For	For	For
1c	Elect Director Michael B. Coleman	Mgmt	For	For	For
1d	Elect Director Robert M. Eversole	Mgmt	For	For	For
1e	Elect Director Alexander R. Fischer	Mgmt	For	For	For
1f	Elect Director Tanya D. Fratto	Mgmt	For	For	For
1g	Elect Director Kelly S. Gast	Mgmt	For	For	For
1h	Elect Director M.A. (Mark) Haney	Mgmt	For	For	For
1i	Elect Director Ross M. Jones	Mgmt	For	For	For
1j	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For
1k	Elect Director Carl A. Nelson, Jr.	Mgmt	For	For	For
1l	Elect Director Anil Seetharam	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

McKesson Corporation

Meeting Date: 07/21/2023 **Country:** USA **Ticker:** MCK
Record Date: 05/26/2023 **Meeting Type:** Annual
Primary Security ID: 58155Q103

McKesson Corporation

Shares Voted: 6,652

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Carmona	Mgmt	For	For	For
1b	Elect Director Dominic J. Caruso	Mgmt	For	For	For
1c	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1d	Elect Director James H. Hinton	Mgmt	For	For	For
1e	Elect Director Donald R. Knauss	Mgmt	For	For	For
1f	Elect Director Bradley E. Lerman	Mgmt	For	For	For
1g	Elect Director Linda P. Mantia	Mgmt	For	For	For
1h	Elect Director Maria Martinez	Mgmt	For	For	For
1i	Elect Director Susan R. Salka	Mgmt	For	For	For
1j	Elect Director Brian S. Tyler	Mgmt	For	For	For
1k	Elect Director Kathleen Wilson-Thompson	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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Linde Plc

Meeting Date: 07/24/2023

Country: Ireland

Ticker: LIN

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: G54950103

Shares Voted: 22,836

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For	For
1e	Elect Director Hugh Grant	Mgmt	For	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For

Linde Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Martin H. Richenhagen	Mgmt	For	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Supermajority Vote Requirement	Mgmt	For	For	For

DXC Technology Company

Meeting Date: 07/25/2023

Country: USA

Ticker: DXC

Record Date: 05/26/2023

Meeting Type: Annual

Primary Security ID: 23355L106

Shares Voted: 11,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David A. Barnes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Raul J. Fernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Anthony Gonzalez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David L. Herzog	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Pinkie D. Mayfield	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Karl Racine	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Dawn Rogers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Michael J. Salvino	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Carrie W. Teffner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

DXC Technology Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Akihiko Washington	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Robert F. 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

VF Corporation

Meeting Date: 07/25/2023

Country: USA

Ticker: VFC

Record Date: 05/30/2023

Meeting Type: Annual

Primary Security ID: 918204108

Shares Voted: 16,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard T. Carucci	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Alex Cho	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Juliana L. Chugg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Benno Dorer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mark S. Hoplamagian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Laura W. Lang	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director W. Rodney McMullen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Carol L. Roberts	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Matthew J. Shattock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

VF 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

Kyndryl Holdings, Inc.

Meeting Date: 07/27/2023 **Country:** USA **Ticker:** KD
Record Date: 05/30/2023 **Meeting Type:** Annual
Primary Security ID: 50155Q100

Shares Voted: 36,989

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John D. Harris, II	Mgmt	For	For	For
1b	Elect Director Jana Schreuder	Mgmt	For	For	For
1c	Elect Director Howard I. Ungerleider	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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

STERIS plc

Meeting Date: 07/27/2023 **Country:** Ireland **Ticker:** STE
Record Date: 05/30/2023 **Meeting Type:** Annual
Primary Security ID: G8473T100

Shares Voted: 4,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Esther M. Alegria	Mgmt	For	For	For
1b	Elect Director Richard C. Breeden	Mgmt	For	For	For
1c	Elect Director Daniel A. Carestio	Mgmt	For	For	For
1d	Elect Director Cynthia L. Feldmann	Mgmt	For	For	For
1e	Elect Director Christopher S. Holland	Mgmt	For	For	For
1f	Elect Director Jacqueline B. Kosecoff	Mgmt	For	For	For
1g	Elect Director Paul E. Martin	Mgmt	For	For	For
1h	Elect Director Nirav R. Shah	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Mohsen M. Sohi	Mgmt	For	For	For
1j	Elect Director Richard M. Steeves	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
8	Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	Mgmt	For	For	For

Cirrus Logic, Inc.

Meeting Date: 07/28/2023 **Country:** USA **Ticker:** CRUS
Record Date: 05/30/2023 **Meeting Type:** Annual
Primary Security ID: 172755100

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander M. Davern	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Timothy R. Dehne	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director John M. Forsyth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Deirdre R. Hanford	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Raghiv Hussain	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Duy-Loan T. Le	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Catherine P. Lego	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director David J. Tupman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Cirrus Logic, 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

Capri Holdings Limited

Meeting Date: 08/02/2023 **Country:** Virgin Isl (UK) **Ticker:** CPRI
Record Date: 06/01/2023 **Meeting Type:** Annual
Primary Security ID: G1890L107

Shares Voted: 23,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John D. Idol	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robin Freestone	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Mahesh Madhavan	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

Syneos Health, Inc.

Meeting Date: 08/02/2023 **Country:** USA **Ticker:** SYNH
Record Date: 06/26/2023 **Meeting Type:** Special
Primary Security ID: 87166B102

Shares Voted: 21,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
	<i>Voter Rationale: Given the premium to the unaffected price, downside risk in the event of non-approval, and the cash form of consideration, which provides liquidity and certainty of value to SYNH shareholders, support FOR the transaction is warranted.</i>				
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR the proposal is warranted. Although a portion of NEOs' equity will accelerate on a single trigger basis, and certain NEOs will receive retention bonuses in connection with the merger, the majority of equity is double trigger and retention bonus amounts are relatively modest. Further, both single-trigger equity and the retention bonuses are subject to clawback provisions. In addition, cash severance is double trigger and reasonably based, and no excise tax gross-ups are payable.</i>				

Syneos Health, Inc.

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

Voter Rationale: Support FOR this proposal is warranted, as the underlying transaction merits support.

Allegro MicroSystems, Inc.

Meeting Date: 08/03/2023 **Country:** USA **Ticker:** ALGM
Record Date: 06/08/2023 **Meeting Type:** Annual
Primary Security ID: 01749D105

Shares Voted: 11,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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1.1	Elect Director Andrew G. Dunn	Mgmt	For	For	For
<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee member Richard Lury given the board's failure to remove, or subject to a sunset requirement, the classified board structure 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 nominees is warranted.</i>					

1.2	Elect Director Richard R. Lury	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee member Richard Lury given the board's failure to remove, or subject to a sunset requirement, the classified board structure 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 nominees is warranted.</i>					

1.3	Elect Director Susan D. Lynch	Mgmt	For	For	For
<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee member Richard Lury given the board's failure to remove, or subject to a sunset requirement, the classified board structure 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 nominees is warranted.</i>					

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

3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>					

Eagle Materials Inc.

Meeting Date: 08/03/2023 **Country:** USA **Ticker:** EXP
Record Date: 06/06/2023 **Meeting Type:** Annual
Primary Security ID: 26969P108

Shares Voted: 6,649

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

Eagle Materials Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Michael R. Nicolais	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Mary P. Ricciardello	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Richard R. 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	Advisory Vote on Say on Pay Frequency	Mgmt	None	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

EnerSys

Meeting Date: 08/03/2023 **Country:** USA **Ticker:** ENS
Record Date: 06/08/2023 **Meeting Type:** Annual
Primary Security ID: 29275Y102

Shares Voted: 7,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Caroline Chan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Steven M. Fludder	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Paul J. Tufano	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Rudolph Wynter	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

Jazz Pharmaceuticals plc

Meeting Date: 08/03/2023 **Country:** Ireland **Ticker:** JAZZ
Record Date: 06/07/2023 **Meeting Type:** Annual
Primary Security ID: G50871105

Jazz Pharmaceuticals plc

Shares Voted: 11,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bruce C. Cozadd	Mgmt	For	For	For
1b	Elect Director Heather Ann McSharry	Mgmt	For	For	For
1c	Elect Director Anne O'Riordan	Mgmt	For	For	For
1d	Elect Director Rick E. Winningham	Mgmt	For	For	For
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For

Ralph Lauren Corporation

Meeting Date: 08/03/2023

Country: USA

Ticker: RL

Record Date: 06/06/2023

Meeting Type: Annual

Primary Security ID: 751212101

Shares Voted: 1,964

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda Findley	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee member Darren Walker 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>				
1.2	Elect Director Michael A. George	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee member Darren Walker 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>				
1.3	Elect Director Hubert Joly	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee member Darren Walker 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>				
1.4	Elect Director Darren Walker	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for governance committee member Darren Walker 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>				
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>				

Ralph Lauren 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
	<i>Voter Rationale: A vote FOR this proposal is warranted. Annual incentives are predominantly tied to pre-set financial metrics and long-term incentive awards are half-performance based. However, executive chairman Ralph Lauren's high pay remains a concern.</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>				

Concentrix Corporation

Meeting Date: 08/04/2023 **Country:** USA **Ticker:** CNXC
Record Date: 07/05/2023 **Meeting Type:** Special
Primary Security ID: 20602D101

Shares Voted: 8,702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Transaction	Mgmt	For	Refer	For
	<i>Voter Rationale: The strategic rationale is sound, the estimated annual cost synergies amount to \$120 million, and the merger is expected to be accretive to revenue growth, profitability, and non-GAAP earnings, such that a vote FOR the share issuance 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>				

Haemonetics Corporation

Meeting Date: 08/04/2023 **Country:** USA **Ticker:** HAE
Record Date: 06/01/2023 **Meeting Type:** Annual
Primary Security ID: 405024100

Shares Voted: 9,200

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 Michael J. Coyle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Lloyd E. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Haemonetics Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Mark W. Kroll	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Claire Pomeroy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Christopher A. Simon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	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
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

PDC Energy, Inc.

Meeting Date: 08/04/2023 **Country:** USA **Ticker:** PDCE
Record Date: 06/26/2023 **Meeting Type:** Special

Primary Security ID: 69327R101

Shares Voted: 18,800

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 transaction is warranted in light of the compelling strategic rationale and the equity form of consideration, which will permit shareholders continued participation in the upside of the combined company</i>				
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. Cash severance is double trigger and reasonably based, and no excise tax gross-ups are payable. Additionally, although a portion of PSUs will vest upon the completion of the merger, the most recent performance-conditioned equity awards and outstanding time-based equity awards are subject to double-trigger vesting conditions.</i>				
3	Adjourn Meeting	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted given the underlying transaction merits support.</i>				

Electronic Arts Inc.

Meeting Date: 08/10/2023 **Country:** USA **Ticker:** EA
Record Date: 06/16/2023 **Meeting Type:** Annual

Primary Security ID: 285512109

Electronic Arts Inc.

Shares Voted: 12,663

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kofi A. Bruce	Mgmt	For	For	For
1b	Elect Director Rachel A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Jeffrey T. Huber	Mgmt	For	For	For
1d	Elect Director Talbott Roche	Mgmt	For	For	For
1e	Elect Director Richard A. Simonson	Mgmt	For	For	For
1f	Elect Director Luis A. Ubinas	Mgmt	For	For	For
1g	Elect Director Heidi J. Ueberroth	Mgmt	For	For	For
1h	Elect Director Andrew Wilson	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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Qorvo, Inc.

Meeting Date: 08/15/2023

Country: USA

Ticker: QRVO

Record Date: 06/20/2023

Meeting Type: Annual

Primary Security ID: 74736K101

Shares Voted: 4,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph G. Quinsey	Mgmt	For	For	For
1b	Elect Director Robert A. Bruggeworth	Mgmt	For	For	For
1c	Elect Director Judy Bruner	Mgmt	For	For	For
1d	Elect Director Jeffery R. Gardner	Mgmt	For	For	For
1e	Elect Director John R. Harding	Mgmt	For	For	For
1f	Elect Director David H. Y. Ho	Mgmt	For	For	For
1g	Elect Director Roderick D. Nelson	Mgmt	For	For	For
1h	Elect Director Walden C. Rhines	Mgmt	For	For	For
1i	Elect Director Susan L. Spradley	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

Helen of Troy Limited

Meeting Date: 08/16/2023

Country: Bermuda

Ticker: HELE

Record Date: 06/21/2023

Meeting Type: Annual

Primary Security ID: G4388N106

Shares Voted: 4,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julien R. Mininberg	Mgmt	For	For	For
1b	Elect Director Timothy F. Meeker	Mgmt	For	For	For
1c	Elect Director Krista L. Berry	Mgmt	For	For	For
1d	Elect Director Vincent D. Carson	Mgmt	For	For	For
1e	Elect Director Thurman K. Case	Mgmt	For	For	For
1f	Elect Director Tabata L. Gomez	Mgmt	For	For	For
1g	Elect Director Elena B. Otero	Mgmt	For	For	For
1h	Elect Director Beryl B. Raff	Mgmt	For	For	For
1i	Elect Director Darren G. Woody	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 Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

The J. M. Smucker Company

Meeting Date: 08/16/2023

Country: USA

Ticker: SJM

Record Date: 06/20/2023

Meeting Type: Annual

Primary Security ID: 832696405

Shares Voted: 5,222

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mercedes Abramo	Mgmt	For	For	For
1b	Elect Director Tarang P. Amin	Mgmt	For	For	For
1c	Elect Director Susan E. Chapman-Hughes	Mgmt	For	For	For
1d	Elect Director Jay L. Henderson	Mgmt	For	For	For
1e	Elect Director Jonathan E. Johnson, III	Mgmt	For	For	For
1f	Elect Director Kirk L. Perry	Mgmt	For	For	For
1g	Elect Director Alex Shumate	Mgmt	For	For	For
1h	Elect Director Mark T. Smucker	Mgmt	For	For	For
1i	Elect Director Jodi L. Taylor	Mgmt	For	For	For

The J. M. Smucker Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Dawn C. Willoughby	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

TEGNA Inc.

Meeting Date: 08/17/2023 **Country:** USA **Ticker:** TGNA
Record Date: 06/22/2023 **Meeting Type:** Annual
Primary Security ID: 87901J105

Shares Voted: 45,634

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gina L. Bianchini	Mgmt	For	For	For
1.2	Elect Director Howard D. Elias	Mgmt	For	For	For
1.3	Elect Director Stuart J. Epstein	Mgmt	For	For	For
1.4	Elect Director Karen H. Grimes	Mgmt	For	For	For
1.5	Elect Director David T. Lougee	Mgmt	For	For	For
1.6	Elect Director Scott K. McCune	Mgmt	For	For	For
1.7	Elect Director Henry W. McGee	Mgmt	For	For	For
1.8	Elect Director Neal Shapiro	Mgmt	For	For	For
1.9	Elect Director Melinda C. Witmer	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, 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.

Microchip Technology Incorporated

Meeting Date: 08/22/2023 **Country:** USA **Ticker:** MCHP
Record Date: 06/23/2023 **Meeting Type:** Annual
Primary Security ID: 595017104

Microchip Technology Incorporated

Shares Voted: 26,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Matthew W. Chapman	Mgmt	For	For	For
1.2	Elect Director Karlton D. Johnson	Mgmt	For	For	For
1.3	Elect Director Wade F. Meyercord	Mgmt	For	For	For
1.4	Elect Director Ganesh Moorthy	Mgmt	For	For	For
1.5	Elect Director Robert A. Rango	Mgmt	For	For	For
1.6	Elect Director Karen M. Rapp	Mgmt	For	For	For
1.7	Elect Director Steve Sanghi	Mgmt	For	For	For
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Against	Against

Dynatrace, Inc.

Meeting Date: 08/23/2023

Country: USA

Ticker: DT

Record Date: 06/30/2023

Meeting Type: Annual

Primary Security ID: 268150109

Shares Voted: 44,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rick McConnell	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for director nominees Rick McConnell, Michael (Mike) Capone, and Stephen (Steve) Lifshatz 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>				
1b	Elect Director Michael Capone	Mgmt	For	Refer	Withhold
	<p><i>Voter Rationale: WITHHOLD votes are warranted for director nominees Rick McConnell, Michael (Mike) Capone, and Stephen (Steve) Lifshatz 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>				

Dynatrace, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Stephen Lifshatz	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for director nominees Rick McConnell, Michael (Mike) Capone, and Stephen (Steve) Lifshatz 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	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 thistime.</i>				

Commvault Systems, Inc.

Meeting Date: 08/29/2023 **Country:** USA **Ticker:** CVLT
Record Date: 06/30/2023 **Meeting Type:** Annual
Primary Security ID: 204166102

Shares Voted: 9,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas Adamo	Mgmt	For	For	For
1.2	Elect Director Martha Bejar	Mgmt	For	For	For
1.3	Elect Director Keith Geeslin	Mgmt	For	For	For
1.4	Elect Director Vivie "YY" Lee	Mgmt	For	For	For
1.5	Elect Director Sanjay Mirchandani	Mgmt	For	For	For
1.6	Elect Director Charles "Chuck" Moran	Mgmt	For	For	For
1.7	Elect Director Allison Pickens	Mgmt	For	For	For
1.8	Elect Director Shane Sanders	Mgmt	For	For	For
1.9	Elect Director Arlen Shenkman	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Include 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	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Amend Omnibus Stock Plan	Mgmt	For	For	For

Under Armour, Inc.

Meeting Date: 08/29/2023

Country: USA

Ticker: UAA

Record Date: 06/05/2023

Meeting Type: Annual

Primary Security ID: 904311107

Shares Voted: 34,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin A. Plank	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Kevin Plank as his ownership of the supervoting shares provide him with voting power control of the company.</i>				
1.2	Elect Director Douglas E. Coltharp	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jerri DeVard, Karen Katz, and Eric Olson for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Kevin Plank as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Jerri L. DeVard	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jerri DeVard, Karen Katz, and Eric Olson for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
1.4	Elect Director Mohamed A. El-Erian	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jerri DeVard, Karen Katz, and Eric Olson for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Kevin Plank as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				
1.5	Elect Director Carolyn N. Everson	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jerri DeVard, Karen Katz, and Eric Olson for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Kevin Plank as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				
1.6	Elect Director David W. Gibbs	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jerri DeVard, Karen Katz, and Eric Olson for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Kevin Plank as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				
1.7	Elect Director Karen W. Katz	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jerri DeVard, Karen Katz, and Eric Olson for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
1.8	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jerri DeVard, Karen Katz, and Eric Olson for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Kevin Plank as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				
1.9	Elect Director Eric T. Olson	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jerri DeVard, Karen Katz, and Eric Olson for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>				
1.10	Elect Director Patrick W. Whitesell	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Jerri DeVard, Karen Katz, and Eric Olson for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Kevin Plank as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>				

Under Armour, 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
<i>Voter Rationale: A vote AGAINST this proposal is warranted due to a problematic pay practice. The former CEO received significant cash severance upon a departure which was not clearly disclosed as a termination without cause.</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 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; and - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary).</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>					

Casey's General Stores, Inc.

Meeting Date: 09/06/2023 **Country:** USA **Ticker:** CASY
Record Date: 06/30/2023 **Meeting Type:** Annual
Primary Security ID: 147528103

Shares Voted: 7,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sri Donthi	Mgmt	For	For	For
1b	Elect Director Donald E. Frieson	Mgmt	For	For	For
1c	Elect Director Cara K. Heiden	Mgmt	For	For	For
1d	Elect Director David K. Lenhardt	Mgmt	For	For	For
1e	Elect Director Darren M. Rebelez	Mgmt	For	For	For
1f	Elect Director Larree M. Renda	Mgmt	For	For	For
1g	Elect Director Judy A. Schmeling	Mgmt	For	For	For
1h	Elect Director Michael Spanos	Mgmt	For	For	For
1i	Elect Director Gregory A. Trojan	Mgmt	For	For	For
1j	Elect Director Allison M. Wing	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	Disclose Supplier Code of Conduct and Responsible Sourcing Details	SH	Against	Against	Against

Casey's General Stores, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Efforts to Reduce GHG Emissions in Alignment 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>					

Amedisys, Inc.

Meeting Date: 09/08/2023 **Country:** USA **Ticker:** AMED
Record Date: 08/04/2023 **Meeting Type:** Special
Primary Security ID: 023436108

Shares Voted: 6,600

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 consideration of the sales process, premium to AMED's unaffected share price, and certainty of value of the cash form of consideration, a vote warranted FOR the acquisition</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-ups are payable. In addition, outstanding equity awards, including recent retention awards to the CEO and another NEO, will be converted to awards of the acquiring company and remain subject to double-trigger vesting acceleration.</i></p>					
3	Adjourn Meeting	Mgmt	For	Refer	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted as the underlying transaction merits support</i></p>					

Deckers Outdoor Corporation

Meeting Date: 09/11/2023 **Country:** USA **Ticker:** DECK
Record Date: 07/13/2023 **Meeting Type:** Annual
Primary Security ID: 243537107

Shares Voted: 5,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael F. Devine, III	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.2	Elect Director David A. Burwick	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.3	Elect Director Nelson C. Chan	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.4	Elect Director Cynthia (Cindy) L. Davis	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					

Deckers Outdoor Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Juan R. Figuereo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Maha S. Ibrahim	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Victor Luis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Dave Powers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Lauri M. Shanahan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Bonita C. 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

Patterson Companies, Inc.

Meeting Date: 09/11/2023 **Country:** USA **Ticker:** PDCO
Record Date: 07/14/2023 **Meeting Type:** Annual
Primary Security ID: 703395103

Shares Voted: 17,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John D. Buck	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Meenu Agarwal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Alex N. Blanco	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jody H. Feragen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Robert C. Frenzel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Philip G.J. McKoy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Patterson Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Ellen A. Rudnick	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Neil A. Schrimsher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Donald J. Zurbay	Mgmt	For	For	For
	<i>Voter 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

Gen Digital Inc.

Meeting Date: 09/12/2023 **Country:** USA **Ticker:** GEN
Record Date: 07/17/2023 **Meeting Type:** Annual
Primary Security ID: 668771108

Shares Voted: 27,597

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan P. Barsamian	Mgmt	For	For	For
1b	Elect Director Pavel Baudis	Mgmt	For	For	For
1c	Elect Director Eric K. Brandt	Mgmt	For	For	For
1d	Elect Director Frank E. Dangeard	Mgmt	For	For	For
1e	Elect Director Nora M. Denzel	Mgmt	For	For	For
1f	Elect Director Peter A. Feld	Mgmt	For	For	For
1g	Elect Director Emily Heath	Mgmt	For	For	For
1h	Elect Director Vincent Pilette	Mgmt	For	For	For
1i	Elect Director Sherrese M. Smith	Mgmt	For	For	For
1j	Elect Director Ondrej Vlcek	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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Meeting Date: 09/12/2023

Country: USA

Ticker: NKE

Record Date: 07/12/2023

Meeting Type: Annual

Primary Security ID: 654106103

Shares Voted: 60,548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cathleen Benko	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes from governance committee member John Rogers Jr. in light of the 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>				
1b	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes from governance committee member John Rogers Jr. in light of the 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>				
1c	Elect Director John Rogers, Jr.	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes from governance committee member John Rogers Jr. in light of the 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>				
1d	Elect Director Robert Swan	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes from governance committee member John Rogers Jr. in light of the 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>				
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. The compensation committee demonstrated sufficient responsiveness to last year's low say-on-pay vote. Certain features of the long-term program warrant continued close monitoring, as the majority of FY23 equity awards lacked performance criteria and the increase in FY23 performance share weighting was accompanied by an increase in total equity value. However, there are sufficient mitigating factors identified. Notably, pay and performance were reasonably aligned for the year in review. Additionally, the annual incentive was based entirely on pre-set objective measures and performance shares are based on rigorous, multi-year goals, with a cap on relative TSR vesting if absolute TSR is negative. While performance shares constituted less than half of the overall equity mix for FY23, the committee indicates the proportion will increase to 50 percent for FY24 and onward. Continued close monitoring of the long-term structure and equity award values is warranted.</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	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 global median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>				
6	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	SH	Against	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure related to its human rights policies and forced labor risks in its supply chains, and it is not lagging its peers in terms of human rights disclosure.</i>				

Meeting Date: 09/13/2023

Country: USA

Ticker: NTAP

Record Date: 07/17/2023

Meeting Type: Annual

Primary Security ID: 64110D104

Shares Voted: 10,501

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director T. Michael Nevens	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Deepak Ahuja	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Gerald Held	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>				
1e	Elect Director Deborah L. Kerr	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director George Kurian	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Carrie Palin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Scott F. Schenkel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director George T. Shaheen	Mgmt	For	For	For
	<i>Voter 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	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, and the likelihood of abuse is small.</i>				
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
7	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>				

Conagra Brands, Inc.

Meeting Date: 09/14/2023

Country: USA

Ticker: CAG

Record Date: 07/25/2023

Meeting Type: Annual

Primary Security ID: 205887102

Shares Voted: 24,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anil Arora	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Emanuel "Manny" Chirico	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Sean M. Connolly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director George Dowdie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Francisco J. Fraga	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Fran Horowitz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Richard H. Lenny	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Melissa Lora	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Denise A. Paulonis	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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
6	Provide Right to Call a Special Meeting	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as it is reasonable and in the best interests of shareholders, and that it will help increase the accountability of the board and management.</i>				

Apartment Income REIT Corp.

Meeting Date: 09/15/2023

Country: USA

Ticker: AIRC

Record Date: 07/28/2023

Meeting Type: Annual

Primary Security ID: 03750L109

Shares Voted: 30,437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Terry Considine	Mgmt	For	For	For
1.2	Elect Director Thomas N. Bohjalian	Mgmt	For	For	For
1.3	Elect Director Kristin R. Finney-Cooke	Mgmt	For	For	For
1.4	Elect Director Thomas L. Keltner	Mgmt	For	For	For
1.5	Elect Director Devin I. Murphy	Mgmt	For	For	For
1.6	Elect Director Margarita Palau-Hernandez	Mgmt	For	For	For
1.7	Elect Director John Dinha Rayis	Mgmt	For	For	For
1.8	Elect Director Ann Sperling	Mgmt	For	For	For
1.9	Elect Director Nina A. Tran	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	Eliminate Supermajority Vote Requirements	Mgmt	For	For	For
5	Provide Directors May Be Removed With or Without Cause	Mgmt	For	For	For
6	Amend Charter to Eliminate Language that are No Longer Applicable Due to the Passage of Time	Mgmt	For	For	For

Darden Restaurants, Inc.

Meeting Date: 09/20/2023

Country: USA

Ticker: DRI

Record Date: 07/26/2023

Meeting Type: Annual

Primary Security ID: 237194105

Shares Voted: 6,176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Margaret Shan Atkins	Mgmt	For	For	For
1.2	Elect Director Ricardo (Rick) Cardena	Mgmt	For	For	For
1.3	Elect Director Juliana L. Chugg	Mgmt	For	For	For
1.4	Elect Director James P. Fogarty	Mgmt	For	For	For
1.5	Elect Director Cynthia T. Jamison	Mgmt	For	For	For
1.6	Elect Director Nana Mensah	Mgmt	For	For	For

Darden Restaurants, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director William S. Simon	Mgmt	For	For	For
1.8	Elect Director Charles M. Sonstebly	Mgmt	For	For	For
1.9	Elect Director Timothy J. Wilmott	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 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 setting greenhouse gas emission reduction targets would help the company better align with its peers and address risks related to climate change.</i></p>					
6	Report on Risks Due to Restrictions on Reproductive Rights	SH	Against	Against	Against

FedEx Corporation

Meeting Date: 09/21/2023

Country: USA

Ticker: FDX

Record Date: 07/27/2023

Meeting Type: Annual

Primary Security ID: 31428X106

Shares Voted: 11,686

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1b	Elect Director Stephen E. Gorman	Mgmt	For	For	For
1c	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1d	Elect Director Amy B. Lane	Mgmt	For	For	For
1e	Elect Director R. Brad Martin	Mgmt	For	For	For
1f	Elect Director Nancy A. Norton	Mgmt	For	For	For
1g	Elect Director Frederick P. Perpall	Mgmt	For	For	For
1h	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For
1i	Elect Director Susan C. Schwab	Mgmt	For	For	For
1j	Elect Director Frederick W. Smith	Mgmt	For	For	For
1k	Elect Director David P. Steiner	Mgmt	For	For	For
1l	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1m	Elect Director Paul S. Walsh	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

FedEx Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	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 deliberations regarding whether or not to cancel or seek recoupment of compensation paid or granted. Such disclosure would benefit shareholders.</i>					
6	Report on Just Transition	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted, as greater disclosure around the company's "just transition" strategy would help shareholders better evaluate any related risks.</i>					
7	Adopt a Paid Sick Leave Policy	SH	Against	Against	Against
8	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against

ONEOK, Inc.

Meeting Date: 09/21/2023 **Country:** USA **Ticker:** OKE
Record Date: 07/24/2023 **Meeting Type:** Special
Primary Security ID: 682680103

Shares Voted: 22,710

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with the Merger	Mgmt	For	Refer	For
<i>Voter Rationale: On balance, given the expected financial strength of the combined company, including the benefits of the tax basis step-up, the expected EPS and free cash flow accretion, and the operational synergies, support FOR the proposed transaction is warranted.</i>					
2	Adjourn Meeting	Mgmt	For	Refer	For
<i>Voter Rationale: A vote FOR this item is warranted as the underlying transaction warrants support.</i>					

Take-Two Interactive Software, Inc.

Meeting Date: 09/21/2023 **Country:** USA **Ticker:** TTWO
Record Date: 07/25/2023 **Meeting Type:** Annual
Primary Security ID: 874054109

Shares Voted: 8,050

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

Take-Two Interactive Software, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Michael Sheresky	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director LaVerne Srinivasan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Susan Tolson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Paul Viera	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Roland Hernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William "Bing" Gordon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ellen Siminoff	Mgmt	For	For	For
	<i>Voter 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	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 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>				
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

General Mills, Inc.

Meeting Date: 09/26/2023 **Country:** USA **Ticker:** GIS
Record Date: 07/28/2023 **Meeting Type:** Annual
Primary Security ID: 370334104

Shares Voted: 29,812

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Kerry Clark	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1b	Elect Director C. Kim Goodwin	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1c	Elect Director Jeffrey L. Harmening	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				

General Mills, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Maria G. Henry	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1e	Elect Director Jo Ann Jenkins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1f	Elect Director Elizabeth C. Lempres	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1g	Elect Director Diane L. Neal	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1h	Elect Director Steve Odland	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1i	Elect Director Maria A. Sastre	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other director nominees is warranted.</i>				
1j	Elect Director Eric D. Sprunk	Mgmt	For	For	For
	<i>Voter Rationale: A cautionary vote FOR Eric Sprunk is warranted given the partial responsiveness to a majority-supported shareholder proposal.</i>				
1k	Elect Director Jorge A. Uribe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the other 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	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. While the ability to call special meetings would improve shareholder rights, this proposal is merely a request for the board to take action at a future meeting to provide a special meeting right with a 25 percent ownership threshold with otherwise undefined terms. The 25 percent ownership threshold is considered relatively high for a company of this size. Moreover, the proposed 10 percent threshold in Item 6 is considered more appropriate and it is recommended that shareholders vote in favor of Item 6.</i>				
6	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 the ability to call special meetings would improve shareholder rights. The proposed 10 percent ownership threshold is more appropriate for a company of this size relative to the 25 percent proposed by management in Item 5, which also lacks specificity in its terms.</i>				

Worthington Industries, Inc.

Meeting Date: 09/27/2023

Country: USA

Ticker: WOR

Record Date: 08/01/2023

Meeting Type: Annual

Primary Security ID: 981811102

Worthington Industries, Inc.

Shares Voted: 6,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J. Endres	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST is warranted for Audit Committee chair Carl Nelson Jr. given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's common stock by a director. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Ozey K. Horton, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST is warranted for Audit Committee chair Carl Nelson Jr. given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's common stock by a director. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Carl A. Nelson, Jr.	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST is warranted for Audit Committee chair Carl Nelson Jr. given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's common stock by a director. A vote FOR the remaining director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voter Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</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>				

Lamb Weston Holdings, Inc.

Meeting Date: 09/28/2023

Country: USA

Ticker: LW

Record Date: 07/31/2023

Meeting Type: Annual

Primary Security ID: 513272104

Shares Voted: 7,390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Bensen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Charles A. Blixt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Robert J. Coviello	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Rita Fisher	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>				

Lamb Weston Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director W.G. Jurgensen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Thomas P. Maurer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Hala G. Modellmog	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Robert A. Niblock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Maria Renna Sharpe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Thomas P. Werner	Mgmt	For	For	For
	<i>Voter 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