

VOTE SUMMARY REPORT

Date range covered : 10/01/2023 to 12/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION
ACCOUNTS

MSC Industrial Direct Co., Inc.

Meeting Date: 10/04/2023 **Country:** USA **Ticker:** MSM
Record Date: 08/22/2023 **Meeting Type:** Special
Primary Security ID: 553530106

Shares Voted: 9,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reclassification of Shares	Mgmt	For	For	For
2	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
3	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	For	For	For
4	Adjourn Meeting	Mgmt	For	For	For

Bunge Limited

Meeting Date: 10/05/2023 **Country:** Bermuda **Ticker:** BG
Record Date: 08/03/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: G16962105

Shares Voted: 7,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Country of Incorporation [Bermuda to Switzerland]	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this proposal is warranted as, on balance, the proposed reincorporation would not materially diminish the rights of shareholders.</i>				
2	Approve Acquisition of Viterra Limited	Mgmt	For	Refer	For
	<i>Voter Rationale: A vote FOR this transaction is warranted. The strategic rationale appears sound, the merger is expected to generate cost savings and be accretive to earnings, and market reaction since the unaffected date has been positive.</i>				
3	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>				

RPM International Inc.

Meeting Date: 10/05/2023 **Country:** USA **Ticker:** RPM
Record Date: 08/11/2023 **Meeting Type:** Annual
Primary Security ID: 749685103

RPM International Inc.

Shares Voted: 26,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert A. Livingston	Mgmt	For	For	For
1.2	Elect Director Frederick R. Nance	Mgmt	For	For	For
1.3	Elect Director William B. Summers, Jr.	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 given that the compensation committee demonstrated only limited responsiveness to last year's low say-on-pay vote result. While the company engaged with investors following last year's annual meeting, the proxy does not detail the portion of investors the company met with, nor if directors participated. Although the company made certain improvements to the pay programs, it is unclear if such changes fully address investor feedback. Lastly, an unmitigated pay-for-performance misalignment was again identified at the company and concerns are raised regarding the level of discretion in the annual incentive program and certain overlapping performance periods in the long-term program.</i></p>					
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

The Procter & Gamble Company

Meeting Date: 10/10/2023

Country: USA

Ticker: PG

Record Date: 08/11/2023

Meeting Type: Annual

Primary Security ID: 742718109

Shares Voted: 119,468

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For	For
1b	Elect Director Brett Biggs	Mgmt	For	For	For
1c	Elect Director Sheila Bonini	Mgmt	For	For	For
1d	Elect Director Angela F. Braly	Mgmt	For	For	For
1e	Elect Director Amy L. Chang	Mgmt	For	For	For
1f	Elect Director Joseph Jimenez	Mgmt	For	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director Debra L. Lee	Mgmt	For	For	For
1i	Elect Director Terry J. Lundgren	Mgmt	For	For	For
1j	Elect Director Christine M. McCarthy	Mgmt	For	For	For
1k	Elect Director Jon R. Moeller	Mgmt	For	For	For
1l	Elect Director Robert J. Portman	Mgmt	For	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1n	Elect Director Patricia A. Woertz	Mgmt	For	For	For

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Third-Party Civil Rights Audit of Reverse Discrimination	SH	Against	Against	Against
6	Report on Risks Related to Operations in China	SH	Against	Against	Against
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	For	For

Voter Rationale: A vote FOR this proposal is warranted. Although the board has not unilaterally adopted any problematic advance notice provisions in the Code of Regulations, the proposal is considered to be narrowly tailored to prevent unilateral adoption only of highly restrictive provisions to which shareholders have objected at other companies.

Newmont Corporation

Meeting Date: 10/11/2023 **Country:** USA **Ticker:** NEM
Record Date: 09/01/2023 **Meeting Type:** Special
Primary Security ID: 651639106

Shares Voted: 41,380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Transaction	Mgmt	For	Refer	For
2	Increase Authorized Common Stock	Mgmt	For	Refer	For
3	Adjourn Meeting	Mgmt	For	Refer	For

Voter Rationale: Shareholders may be concerned by the 30.4 percent premium paid to NCM in an environment where investors have expressed preference for no-premium deals. This concern is likely partially reflected in NEM's underperformance since the unaffected date. Nevertheless, the underperformance has recently narrowed, and there has been no public opposition to the deal. The strategic rationale appears reasonable, as the merger will result in the industry's largest gold reserve and resource base, increase NEM's exposure to copper, and yield cost synergies, allowing for significant cash flow generation. As such, support FOR the proposed transaction is warranted. Vote Requirement: Majority of votes cast (abstentions count against; broker non-votes do not count)

Voter Rationale: A vote FOR this proposal is warranted as the proposed increase in authorized shares is considered reasonable.

Voter Rationale: A vote FOR this item is warranted as the underlying transaction warrants support.

Paychex, Inc.

Meeting Date: 10/12/2023 **Country:** USA **Ticker:** PAYX
Record Date: 08/14/2023 **Meeting Type:** Annual
Primary Security ID: 704326107

Shares Voted: 16,248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin Mucci	Mgmt	For	For	For
1b	Elect Director Thomas F. Bonadio	Mgmt	For	For	For
1c	Elect Director Joseph G. Doody	Mgmt	For	For	For
1d	Elect Director David J.S. Flaschen	Mgmt	For	For	For
1e	Elect Director John B. Gibson	Mgmt	For	For	For
1f	Elect Director B. Thomas Golisano	Mgmt	For	For	For
1g	Elect Director Pamela A. Joseph	Mgmt	For	For	For
1h	Elect Director Theresa M. Payton	Mgmt	For	For	For
1i	Elect Director Kevin A. Price	Mgmt	For	For	For
1j	Elect Director Joseph M. Tucci	Mgmt	For	For	For
1k	Elect Director Joseph M. Velli	Mgmt	For	For	For
1l	Elect Director Kara Wilson	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

CACI International Inc

Meeting Date: 10/19/2023

Country: USA

Ticker: CACI

Record Date: 08/25/2023

Meeting Type: Annual

Primary Security ID: 127190304

Shares Voted: 4,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael A. Daniels	Mgmt	For	For	For
1b	Elect Director Lisa S. Disbrow	Mgmt	For	For	For
1c	Elect Director Susan M. Gordon	Mgmt	For	For	For
1d	Elect Director William L. Jews	Mgmt	For	For	For
1e	Elect Director Gregory G. Johnson	Mgmt	For	For	For
1f	Elect Director Ryan D. McCarthy	Mgmt	For	For	For
1g	Elect Director John S. Mengucci	Mgmt	For	For	For
1h	Elect Director Philip O. Nolan	Mgmt	For	For	For
1i	Elect Director Debora A. Plunkett	Mgmt	For	For	For

CACI International Inc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Stanton D. Sloane	Mgmt	For	For	For
1k	Elect Director William S. Wallace	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

Medtronic plc

Meeting Date: 10/19/2023 **Country:** Ireland **Ticker:** MDT
Record Date: 08/25/2023 **Meeting Type:** Annual
Primary Security ID: G5960L103

Shares Voted: 69,187

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Scott C. Donnelly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Lidia L. Fonseca	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Gregory P. Lewis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Kevin E. Lofton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director Denise M. O'Leary	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director Kendall J. Powell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>				

Medtronic plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Approve Employee Stock Purchase Plan	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
7	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For

Seagate Technology Holdings plc

Meeting Date: 10/23/2023

Country: Ireland

Ticker: STX

Record Date: 08/24/2023

Meeting Type: Annual

Primary Security ID: G7997R103

Shares Voted: 10,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shankar Arumugavelu	Mgmt	For	For	For
1b	Elect Director Prat S. Bhatt	Mgmt	For	For	For
1c	Elect Director Robert A. Bruggeworth	Mgmt	For	For	For
1d	Elect Director Judy Bruner	Mgmt	For	For	For
1e	Elect Director Michael R. Cannon	Mgmt	For	For	For
1f	Elect Director Richard L. Clemmer	Mgmt	For	For	For
1g	Elect Director Yolanda L. Conyers	Mgmt	For	For	For
1h	Elect Director Jay L. Geldmacher	Mgmt	For	For	For
1i	Elect Director Dylan G. Haggart	Mgmt	For	For	For
1j	Elect Director William D. Mosley	Mgmt	For	For	For
1k	Elect Director Stephanie Tilenius	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 and Authorise Their Remuneration	Mgmt	For	For	For

Seagate Technology Holdings plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Wolfspeed, Inc.

Meeting Date: 10/23/2023 **Country:** USA **Ticker:** WOLF
Record Date: 08/31/2023 **Meeting Type:** Annual
Primary Security ID: 977852102

Shares Voted: 25,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenda M. Dorchak	Mgmt	For	For	For
1.2	Elect Director John C. Hodge	Mgmt	For	For	For
1.3	Elect Director Clyde R. Hosein	Mgmt	For	For	For
1.4	Elect Director Darren R. Jackson	Mgmt	For	For	For
1.5	Elect Director Duy-Loan T. Le	Mgmt	For	For	For
1.6	Elect Director Gregg A. Lowe	Mgmt	For	For	For
1.7	Elect Director John B. Replogle	Mgmt	For	For	For
1.8	Elect Director Marvin A. Riley	Mgmt	For	For	For
1.9	Elect Director Stacy J. Smith	Mgmt	For	For	For
1.10	Elect Director Thomas H. Werner	Mgmt	For	For	For
2	Increase Authorized Common Stock	Mgmt	For	For	For
3	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 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></p>					
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Cintas Corporation

Meeting Date: 10/24/2023 **Country:** USA **Ticker:** CTAS
Record Date: 08/28/2023 **Meeting Type:** Annual
Primary Security ID: 172908105

Cintas Corporation

Shares Voted: 4,484

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald S. Adolph	Mgmt	For	For	For
1b	Elect Director John F. Barrett	Mgmt	For	For	For
1c	Elect Director Melanie W. Barstad	Mgmt	For	For	For
1d	Elect Director Karen L. Carnahan	Mgmt	For	For	For
1e	Elect Director Robert E. Coletti	Mgmt	For	For	For
1f	Elect Director Scott D. Farmer	Mgmt	For	For	For
1g	Elect Director Martin Mucci	Mgmt	For	For	For
1h	Elect Director Joseph Scaminace	Mgmt	For	For	For
1i	Elect Director Todd M. Schneider	Mgmt	For	For	For
1j	Elect Director Ronald W. Tysoe	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 Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
<p><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 the company's diversity, equity and inclusion efforts and management of related risks.</i></p>					
6	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	For	For
<p><i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from clearer details about how the company intends to meet its net zero goal.</i></p>					

Synaptics Incorporated

Meeting Date: 10/24/2023

Country: USA

Ticker: SYNA

Record Date: 08/30/2023

Meeting Type: Annual

Primary Security ID: 87157D109

Shares Voted: 8,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nelson C. Chan	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Susan J. Hardman	Mgmt	For	For	For
<p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p>					

Synaptics Incorporated

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. Though positive features are noted in the STI and LTI programs, including that significant portions of both programs were based on pre-set financial metrics and that pay outcomes in the STI program are in line with recent company performance, a number of major concerns are noted. In particular, the target annual equity grant value increased significantly in FY2023, and the proxy does not provide any rationale for this increase in pay. Target setting is also a concern in the STI and LTI programs, while the maximum vesting opportunity for a portion of the LTI award was set at 300 percent of target, which exceeds market norms. Lastly, over half of the performance equity merely utilizes a one-year performance period.</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	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Declassify the Board of Directors	Mgmt	For	For	For
<p><i>Voter Rationale: New Mexico favours unclassified board of directors.</i></p>					

Capri Holdings Limited

Meeting Date: 10/25/2023 **Country:** Virgin Isl (UK) **Ticker:** CPRI
Record Date: 09/11/2023 **Meeting Type:** Special
Primary Security ID: G1890L107

Shares Voted: 25,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
<p><i>Voter Rationale: Given the premium at announcement, the downside risk in the event of non-approval, and the cash form of consideration, which provides liquidity and certainty of value to CPRI shareholders, support FOR the 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. While outstanding equity awards will vest solely as a result of the completion of the merger (single trigger), cash severance is double trigger and reasonably based, and no excise tax gross-ups are payable. Additionally, while executives are eligible to receive single trigger transaction bonuses, the magnitude of the bonuses is relatively reasonable.</i></p>					
3	Adjourn Meeting	Mgmt	For	Refer	For
<p><i>Voter Rationale: Support FOR this proposal is warranted, given that the underlying transaction merits support.</i></p>					

Mercury Systems, Inc.

Meeting Date: 10/25/2023 **Country:** USA **Ticker:** MRCY
Record Date: 08/25/2023 **Meeting Type:** Annual
Primary Security ID: 589378108

Shares Voted: 11,900

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

Mercury Systems, 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 Roger A. Krone	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Scott Ostfeld	Mgmt	For	For	For
<i>Voter 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
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>					

Neogen Corporation

Meeting Date: 10/25/2023 **Country:** USA **Ticker:** NEOG
Record Date: 08/28/2023 **Meeting Type:** Annual
Primary Security ID: 640491106

Shares Voted: 44,169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Aashima Gupta	Mgmt	For	For	For
1.2	Elect Director Raphael A. (Ralph) Rodriguez	Mgmt	For	For	For
1.3	Elect Director Catherine E. Woteki	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 BDO USA P.A. as Auditors	Mgmt	For	For	For

Parker-Hannifin Corporation

Meeting Date: 10/25/2023 **Country:** USA **Ticker:** PH
Record Date: 09/01/2023 **Meeting Type:** Annual
Primary Security ID: 701094104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee C. Banks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Jillian C. Evanko	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Denise Russell Fleming	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Lance M. Fritz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Linda A. Harty	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Kevin A. Lobo	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jennifer A. Parmentier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Joseph Scaminace	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Ake Svensson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Laura K. Thompson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director James R. Verrier	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director James L. Wainscott	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Thomas L. Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Bio-Techne Corporation

Meeting Date: 10/26/2023

Country: USA

Ticker: TECH

Record Date: 09/01/2023

Meeting Type: Annual

Primary Security ID: 09073M104

Shares Voted: 8,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Nine	Mgmt	For	For	For
2a	Elect Director Robert V. Baumgartner	Mgmt	For	For	For
2b	Elect Director Julie L. Bushman	Mgmt	For	For	For
2c	Elect Director John L. Higgins	Mgmt	For	For	For
2d	Elect Director Joseph D. Keegan	Mgmt	For	For	For
2e	Elect Director Charles R. Kummeth	Mgmt	For	For	For
2f	Elect Director Roeland Nusse	Mgmt	For	For	For
2g	Elect Director Alpna Seth	Mgmt	For	For	For
2h	Elect Director Randolph Steer	Mgmt	For	For	For
2i	Elect Director Rupert Vessey	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: The compensation committee was sufficiently responsive to shareholders' concerns after last year's relatively low say-on-pay vote result by engaging with shareholders and making changes to address the primary concern expressed. However, an unmitigated pay-for-performance misalignment exists for the year under review. The CEO received a large front-loaded option grant that, even when annualized over the two years it is intended to cover, significantly elevated his total target equity value. While the award is entirely performance-based and the first tranche did not vest due to failure to achieve the threshold goal, vesting is based on one-year performance goals, and the company does not disclose the goal targets nor actual achievement for the FY23 tranche. In addition, some shareholders may be concerned by the new relative TSR metric's targeting of merely median performance of a comparator group that has not yet been disclosed. As a result of noted pay-for-performance 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	Ratify KPMG, LLP as Auditors	Mgmt	For	For	For

Permian Resources Corp.

Meeting Date: 10/30/2023

Country: USA

Ticker: PR

Record Date: 09/20/2023

Meeting Type: Special

Primary Security ID: 71424F105

Shares Voted: 50,900

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: Given the expected accretion to free cash flow per share and to NAV per share, as well as the sound strategic rationale, support FOR the transaction is warranted.</i>					

Permian Resources Corp.

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

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

KLA Corporation

Meeting Date: 11/01/2023 **Country:** USA **Ticker:** KLAC
Record Date: 09/08/2023 **Meeting Type:** Annual
Primary Security ID: 482480100

Shares Voted: 7,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Calderoni	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Jeneanne Hanley	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Emiko Higashi	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Kevin Kennedy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Michael McMullen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Gary Moore	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Marie Myers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Victor Peng	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Robert Rango	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Richard Wallace	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

Meeting Date: 11/02/2023

Country: USA

Ticker: COTY

Record Date: 09/08/2023

Meeting Type: Annual

Primary Security ID: 222070203

Shares Voted: 74,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Beatrice Ballini	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are further warranted for all incumbent directors - Sue Nabi, Gerd Peter Harf, Johannes Huth, Maria (Mariasun) Aramburuzabala Larregui, Beatrice Ballini, Joachim Joseph Creus, Olivier Goudet, Anna Makanju, Isabelle Parize, and Robert (Bob) Singer - due to the severity and recurrence of executive pay concerns.</i>				
1b	Elect Director Joachim Creus	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are further warranted for all incumbent directors - Sue Nabi, Gerd Peter Harf, Johannes Huth, Maria (Mariasun) Aramburuzabala Larregui, Beatrice Ballini, Joachim Joseph Creus, Olivier Goudet, Anna Makanju, Isabelle Parize, and Robert (Bob) Singer - due to the severity and recurrence of executive pay concerns.</i>				
1c	Elect Director Olivier Goudet	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are further warranted for all incumbent directors - Sue Nabi, Gerd Peter Harf, Johannes Huth, Maria (Mariasun) Aramburuzabala Larregui, Beatrice Ballini, Joachim Joseph Creus, Olivier Goudet, Anna Makanju, Isabelle Parize, and Robert (Bob) Singer - due to the severity and recurrence of executive pay concerns.</i>				
1d	Elect Director Peter Harf	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are further warranted for all incumbent directors - Sue Nabi, Gerd Peter Harf, Johannes Huth, Maria (Mariasun) Aramburuzabala Larregui, Beatrice Ballini, Joachim Joseph Creus, Olivier Goudet, Anna Makanju, Isabelle Parize, and Robert (Bob) Singer - due to the severity and recurrence of executive pay concerns.</i>				
1e	Elect Director Johannes P. Huth	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are further warranted for all incumbent directors - Sue Nabi, Gerd Peter Harf, Johannes Huth, Maria (Mariasun) Aramburuzabala Larregui, Beatrice Ballini, Joachim Joseph Creus, Olivier Goudet, Anna Makanju, Isabelle Parize, and Robert (Bob) Singer - due to the severity and recurrence of executive pay concerns.</i>				
1f	Elect Director Maria Ausuncion Aramburuzabala Larregui	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Maria (Mariasun) Aramburuzabala Larregui for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are further warranted for all incumbent directors - Sue Nabi, Gerd Peter Harf, Johannes Huth, Maria (Mariasun) Aramburuzabala Larregui, Beatrice Ballini, Joachim Joseph Creus, Olivier Goudet, Anna Makanju, Isabelle Parize, and Robert (Bob) Singer - due to the severity and recurrence of executive pay concerns.</i>				
1g	Elect Director Anna Adeola Makanju	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are further warranted for all incumbent directors - Sue Nabi, Gerd Peter Harf, Johannes Huth, Maria (Mariasun) Aramburuzabala Larregui, Beatrice Ballini, Joachim Joseph Creus, Olivier Goudet, Anna Makanju, Isabelle Parize, and Robert (Bob) Singer - due to the severity and recurrence of executive pay concerns.</i>				
1h	Elect Director Sue Y. Nabi	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are further warranted for all incumbent directors - Sue Nabi, Gerd Peter Harf, Johannes Huth, Maria (Mariasun) Aramburuzabala Larregui, Beatrice Ballini, Joachim Joseph Creus, Olivier Goudet, Anna Makanju, Isabelle Parize, and Robert (Bob) Singer - due to the severity and recurrence of executive pay concerns.</i>				
1i	Elect Director Isabelle Parize	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are further warranted for all incumbent directors - Sue Nabi, Gerd Peter Harf, Johannes Huth, Maria (Mariasun) Aramburuzabala Larregui, Beatrice Ballini, Joachim Joseph Creus, Olivier Goudet, Anna Makanju, Isabelle Parize, and Robert (Bob) Singer - due to the severity and recurrence of executive pay concerns.</i>				
1j	Elect Director Lubomira Rochet	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the remaining new board nominee, Lubomira Rochet, is warranted.</i>				

Coty Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Robert Singer	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are further warranted for all incumbent directors - Sue Nabi, Gerd Peter Harf, Johannes Huth, Maria (Mariasun) Aramburuzabala Larregui, Beatrice Ballini, Joachim Joseph Creus, Olivier Goudet, Anna Makanju, Isabelle Parize, and Robert (Bob) Singer - due to the severity and recurrence of executive pay concerns.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: There are significant concerns regarding the regular pay program that have persisted over several years. These concerns include awards that lack performance criteria, high base salaries, and an outsized compensation peer group. There have been particular concerns raised regarding CEO mega awards, and such concerns are renewed for the year in review. The CEO's three-year cumulative pay totals more than \$436 million, which is the result of the company granting two mega equity awards within a three-year period. The large majority of these equity awards are solely time-vesting, and the smaller performance-conditioned portion does not have metrics or goals disclosed in the proxy. The persistence and severity of concerning pay practices at the company evidences poor stewardship of the pay program over multiple years. As such, a vote AGAINST this proposal is warranted.</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	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 specifically reduce its plastic use would allow shareholders to better assess the company's related risk management.</i>				

Tapestry, Inc.

Meeting Date: 11/02/2023

Country: USA

Ticker: TPR

Record Date: 09/06/2023

Meeting Type: Annual

Primary Security ID: 876030107

Shares Voted: 12,048

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey (J.P.)	Mgmt	For	For	For
1b	Elect Director Darrell Cavens	Mgmt	For	For	For
1c	Elect Director Joanne Crevoiserat	Mgmt	For	For	For
1d	Elect Director Johanna (Hanneke) Faber	Mgmt	For	For	For
1e	Elect Director Anne Gates	Mgmt	For	For	For
1f	Elect Director Thomas Greco	Mgmt	For	For	For
1g	Elect Director Alan Lau	Mgmt	For	For	For
1h	Elect Director Pamela Lifford	Mgmt	For	For	For
1i	Elect Director Annabelle Yu Long	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

H&R Block, Inc.

Meeting Date: 11/03/2023

Country: USA

Ticker: HRB

Record Date: 09/11/2023

Meeting Type: Annual

Primary Security ID: 093671105

Shares Voted: 31,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sean H. Cohan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robert A. Gerard	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Anuradha (Anu) Gupta	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Richard A. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Jeffrey J. Jones, II	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Mia F. Mends	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Yolande G. Piazza	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Victoria J. Reich	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Matthew E. Winter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Lam Research Corporation

Meeting Date: 11/07/2023

Country: USA

Ticker: LRCX

Record Date: 09/08/2023

Meeting Type: Annual

Primary Security ID: 512807108

Shares Voted: 6,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sohail U. Ahmed	Mgmt	For	For	For

Lam Research 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 Timothy M. Archer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Eric K. Brandt	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Michael R. Cannon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director John M. Dineen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Ho Kyu Kang	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Bethany J. Mayer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jyoti K. Mehra	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lih Shyng (Rick L.) Tsai	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Leslie F. Varon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	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

Ancor plc

Meeting Date: 11/08/2023

Country: Jersey

Ticker: AMCR

Record Date: 09/13/2023

Meeting Type: Annual

Primary Security ID: G0250X107

Shares Voted: 76,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Graeme Liebelt	Mgmt	For	For	For
1b	Elect Director Ronald Delia	Mgmt	For	For	For
1c	Elect Director Achal Agarwal	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Andrea Bertone	Mgmt	For	For	For
1e	Elect Director Susan Carter	Mgmt	For	For	For
1f	Elect Director Lucrece Foufopoulos-De Ridder	Mgmt	For	For	For
1g	Elect Director Karen Guerra	Mgmt	For	For	For
1h	Elect Director Nicholas (Tom) Long	Mgmt	For	For	For
1i	Elect Director Arun Nayar	Mgmt	For	For	For
1j	Elect Director David Szczupak	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorise Repurchase of Ordinary Shares and CHESS Depository Interests	Mgmt	For	For	For

Automatic Data Processing, Inc.

Meeting Date: 11/08/2023 **Country:** USA **Ticker:** ADP
Record Date: 09/11/2023 **Meeting Type:** Annual
Primary Security ID: 053015103

Shares Voted: 21,543

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Maria Black	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director David V. Goeckeler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director John P. Jones	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Francine S. Katsoudas	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Nazzic S. Keene	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Thomas J. Lynch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 William J. Ready	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	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

Lancaster Colony Corporation

Meeting Date: 11/08/2023 **Country:** USA **Ticker:** LANC
Record Date: 09/11/2023 **Meeting Type:** Annual
Primary Security ID: 513847103

Shares Voted: 4,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert L. Fox	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John B. Gerlach, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Robert P. Ostryniec	Mgmt	For	For	For
	<i>Voter 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

Broadridge Financial Solutions, Inc.

Meeting Date: 11/09/2023 **Country:** USA **Ticker:** BR
Record Date: 09/14/2023 **Meeting Type:** Annual
Primary Security ID: 11133T103

Broadridge Financial Solutions, Inc.

Shares Voted: 6,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Pamela L. Carter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Richard J. Daly	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Robert N. Duels	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Melvin L. Flowers	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Timothy C. Gokey	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Brett A. Keller	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Maura A. Markus	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Eileen K. Murray	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Annette L. Nazareth	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Amit K. Zavery	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	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

Coherent Corp.

Meeting Date: 11/09/2023

Country: USA

Ticker: COHR

Record Date: 09/11/2023

Meeting Type: Annual

Primary Security ID: 19247G107

Shares Voted: 28,349

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph J. Corasanti	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Patricia Hatter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Stephen A. Skaggs	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Sandeep Vij	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Jack Henry & Associates, Inc.

Meeting Date: 11/14/2023 Country: USA Ticker: JKHY
 Record Date: 09/18/2023 Meeting Type: Annual
 Primary Security ID: 426281101

Shares Voted: 3,750

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

Jack Henry & Associates, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Shruti S. Miyashiro	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Wesley A. Brown	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Curtis A. Campbell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to 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

Cardinal Health, Inc.

Meeting Date: 11/15/2023

Country: USA

Ticker: CAH

Record Date: 09/18/2023

Meeting Type: Annual

Primary Security ID: 14149Y108

Shares Voted: 13,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven K. Barg	Mgmt	For	For	For
1b	Elect Director Michelle M. Brennan	Mgmt	For	For	For
1c	Elect Director Sujatha Chandrasekaran	Mgmt	For	For	For
1d	Elect Director Sheri H. Edison	Mgmt	For	For	For
1e	Elect Director David C. Evans	Mgmt	For	For	For
1f	Elect Director Patricia A. Hemingway Hall	Mgmt	For	For	For
1g	Elect Director Jason M. Hollar	Mgmt	For	For	For
1h	Elect Director Akhil Johri	Mgmt	For	For	For
1i	Elect Director Gregory B. Kenny	Mgmt	For	For	For
1j	Elect Director Nancy Killefer	Mgmt	For	For	For
1k	Elect Director Christine A. Mundkur	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

Cardinal Health, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
<p><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></p>					
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

News Corp

Meeting Date: 11/15/2023 **Country:** USA **Ticker:** NWSA
Record Date: 09/21/2023 **Meeting Type:** Annual
Primary Security ID: 65249B109

Shares Voted: 6,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lachlan K. Murdoch	Mgmt	For	Refer	Against
<p><i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Jose Maria Aznar and board chair Lachlan Murdoch is warranted for maintaining a multi-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 Robert J. Thomson	Mgmt	For	For	For
<p><i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Jose Maria Aznar and board chair Lachlan Murdoch is warranted for maintaining a multi-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 Kelly Ayotte	Mgmt	For	For	For
<p><i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Jose Maria Aznar and board chair Lachlan Murdoch is warranted for maintaining a multi-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>					
1d	Elect Director Jose Maria Aznar	Mgmt	For	Refer	Against
<p><i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Jose Maria Aznar and board chair Lachlan Murdoch is warranted for maintaining a multi-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 Natalie Bancroft	Mgmt	For	For	For
<p><i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Jose Maria Aznar and board chair Lachlan Murdoch is warranted for maintaining a multi-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>					
1f	Elect Director Ana Paula Pessoa	Mgmt	For	For	For
<p><i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Jose Maria Aznar and board chair Lachlan Murdoch is warranted for maintaining a multi-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>					
1g	Elect Director Masroor Siddiqui	Mgmt	For	For	For
<p><i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Jose Maria Aznar and board chair Lachlan Murdoch is warranted for maintaining a multi-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>					
2	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>					

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

Oracle Corporation

Meeting Date: 11/15/2023 Country: USA Ticker: ORCL
 Record Date: 09/18/2023 Meeting Type: Annual
 Primary Security ID: 68389X105

Shares Voted: 80,090

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Charles W. Moorman	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.12	Elect Director Leon E. Panetta	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.</i>				
1.13	Elect Director William G. Parrett	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.</i>				
1.14	Elect Director Naomi O. Seligman	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
1.15	Elect Director Vishal Sikka	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST the proposal is warranted. Following the 12th consecutive low say-on-pay vote result, the proxy vaguely described shareholder engagement efforts, and though feedback is clearly disclosed, the committee did not make any substantive changes to the executive pay program to address shareholders' concerns. Additionally, while CEO pay and company performance were reasonably aligned for the year in review, there are concerns noted within the pay program. Most notably annual equity grants to certain NEOs do not utilize performance-conditioned equity, which is inconsistent with prevailing market practices. This concern is heightened given the magnitude of certain awards and specific shareholder requests for performance-conditioned equity during engagement. Additionally, Chairman Ellison received excessive security fee perquisites in FY23, and no additional disclosure is provided regarding a sharp increase in the value of this perquisite.</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 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 allows broad discretion to accelerate vesting</i>				
5	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>				
6	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted, as a report on gender and pay racial gaps would allow shareholders to better evaluate the progress of the company's diversity and inclusion initiatives and its management of any related risks.</i>				
7	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: A vote FOR this proposal is warranted. Ongoing concerns regarding the company's compensation practices, the significant pledging by the company's chair, and the non-robust lead director role suggest that shareholders may benefit from a board led by an independent chair who could provide better oversight of management.</i>				

The Clorox Company

Meeting Date: 11/15/2023

Country: USA

Ticker: CLX

Record Date: 09/22/2023

Meeting Type: Annual

Primary Security ID: 189054109

Shares Voted: 6,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amy L. Banse	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Julia Denman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Spencer C. Fleischer	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Esther Lee	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director A.D. David Mackay	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Paul Parker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Stephanie Plaines	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Linda Rendle	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Matthew J. Shattock	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Kathryn Tesija	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Russell J. Weiner	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Christopher J. Williams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	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

Western Digital Corporation

Meeting Date: 11/15/2023

Country: USA

Ticker: WDC

Record Date: 09/18/2023

Meeting Type: Annual

Primary Security ID: 958102105

Western Digital Corporation

Shares Voted: 16,614

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly E. Alexy	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Thomas Caulfield	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Martin I. Cole	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Tunc Doluca	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director David V. Goeckeler	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Matthew E. Massengill	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Reed B. Rayman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Stephanie A. Streeter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Miyuki Suzuki	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	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

Avnet, Inc.

Meeting Date: 11/16/2023

Country: USA

Ticker: AVT

Record Date: 09/18/2023

Meeting Type: Annual

Primary Security ID: 053807103

Shares Voted: 18,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
1b	Elect Director Carlo Bozotti	Mgmt	For	For	For
1c	Elect Director Brenda L. Freeman	Mgmt	For	For	For

Avnet, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Philip R. Gallagher	Mgmt	For	For	For
1e	Elect Director Jo Ann Jenkins	Mgmt	For	For	For
1f	Elect Director Oleg Khaykin	Mgmt	For	For	For
1g	Elect Director James A. Lawrence	Mgmt	For	For	For
1h	Elect Director Ernest E. Maddock	Mgmt	For	For	For
1i	Elect Director Avid Modjtabei	Mgmt	For	For	For
1j	Elect Director Adalio T. Sanchez	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

ResMed Inc.

Meeting Date: 11/16/2023 **Country:** USA **Ticker:** RMD
Record Date: 09/20/2023 **Meeting Type:** Annual
Primary Security ID: 761152107

Shares Voted: 7,650

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

ResMed Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Desney Tan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ronald "Ron" 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

Donaldson Company, Inc.

Meeting Date: 11/17/2023 **Country:** USA **Ticker:** DCI
Record Date: 09/18/2023 **Meeting Type:** Annual
Primary Security ID: 257651109

Shares Voted: 24,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tod E. Carpenter	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Pilar Cruz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Ajita G. Rajendra	Mgmt	For	For	For
	<i>Voter 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

Fox Corporation

Meeting Date: 11/17/2023 **Country:** USA **Ticker:** FOXA
Record Date: 09/19/2023 **Meeting Type:** Annual
Primary Security ID: 35137L105

Shares Voted: 7,083

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lachlan K. Murdoch	Mgmt	For	Refer	Against

Fox Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-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>				
1b	Elect Director Tony Abbott	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-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>				
1c	Elect Director William A. Burck	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-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>				
1d	Elect Director Chase Carey	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-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>				
1e	Elect Director Roland A. Hernandez	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-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>				
1f	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-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 Paul D. Ryan	Mgmt	For	Refer	Against
	<i>Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-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>				
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 the proposal is warranted, with caution. There are ongoing concerns surrounding the relatively high compensation to both the CEO and Executive Chairman. Continued monitoring of the chairman's pay arrangements is warranted as he transitions to the role of Chairman Emeritus next year. Despite these concerns, CEO pay and performance are aligned for the year in review. The annual bonus is based on pre-set objective metrics, while below-target payout aligned with recent company performance. Furthermore, though forward-looking goals were not disclosed, half of the annual equity grants are based on performance-conditioned equity with a multi-year performance period.</i>				

Lumentum Holdings Inc.

Meeting Date: 11/17/2023

Country: USA

Ticker: LITE

Record Date: 09/18/2023

Meeting Type: Annual

Primary Security ID: 55024U109

Shares Voted: 14,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Penelope A. Herscher	Mgmt	For	For	For

Lumentum Holdings 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 Harold L. Covert	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Pamela F. Fletcher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Isaac H. Harris	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Julia S. Johnson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Brian J. Lillie	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Alan S. Lowe	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Ian S. Small	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Janet S. Wong	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. While annual incentives were determined by objective metrics, concerns are noted regarding goal setting and the CEO's increased target opportunity. Further, although half of the equity awards are performance conditioned, the target LTI opportunity also increased without specific rationale and the majority of PSUs use a one-year performance period. Lastly, specific targets are not disclosed for the forward-looking PSUs nor for the closing cycle, inhibiting shareholders' ability to assess the linkage between pay and performance.</i>				
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; and * The plan allows broad discretion to accelerate vesting.</i>				
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Sysco Corporation

Meeting Date: 11/17/2023

Country: USA

Ticker: SYY

Record Date: 09/18/2023

Meeting Type: Annual

Primary Security ID: 871829107

Shares Voted: 26,394

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

Sysco Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Francesca DeBiase	Mgmt	For	For	For
1c	Elect Director Ali Dibadj	Mgmt	For	For	For
1d	Elect Director Larry C. Glasscock	Mgmt	For	For	For
1e	Elect Director Jill M. Golder	Mgmt	For	For	For
1f	Elect Director Bradley M. Halverson	Mgmt	For	For	For
1g	Elect Director John M. Hinshaw	Mgmt	For	For	For
1h	Elect Director Kevin P. Hourican	Mgmt	For	For	For
1i	Elect Director Alison Kenney Paul	Mgmt	For	For	For
1j	Elect Director Edward D. Shirley	Mgmt	For	For	For
1k	Elect Director Sheila G. Talton	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 Policy to Eliminate or Reduce Gestation Crates in Pork Supply Chain	SH	Against	For	For

Voter Rationale: A vote FOR this resolution is warranted. In light of regulatory developments and the company's lack of disclosure, shareholders would benefit from more information on the company's policies and practices related to reducing or eliminating the use of gestation crates in its pork supply chain.

The Estee Lauder Companies Inc.

Meeting Date: 11/17/2023 **Country:** USA **Ticker:** EL
Record Date: 09/18/2023 **Meeting Type:** Annual
Primary Security ID: 518439104

Shares Voted: 12,024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charlene Barshefsky	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for all director nominees given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>					
1b	Elect Director Angela Wei Dong	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for all director nominees given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>					
1c	Elect Director Fabrizio Freda	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for all director nominees given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>					
1d	Elect Director Gary M. Lauder	Mgmt	For	Refer	Withhold
<i>Voter Rationale: WITHHOLD votes are warranted for all director nominees given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>					

The Estee Lauder Companies Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Jane Lauder	Mgmt	For	Refer	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for all director nominees given that the multi-class structure is not subject to a reasonable time-based sunset provision.</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. Although overall compensation levels for the CEO declined somewhat in FY23, his total annual pay and three-year cumulative pay are relatively high, and a review of the pay program reveals several concerning features. Specifically, the majority of equity awards continue to lack performance vesting conditions. Further, there are renewed concerns regarding high base salaries and STI payout opportunities. Finally, continued monitoring of the company's practice of granting large off-cycle equity, particularly given the size and structure of the awards in recent years.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

HF Sinclair Corporation

Meeting Date: 11/28/2023 **Country:** USA **Ticker:** DINO
Record Date: 10/23/2023 **Meeting Type:** Special
Primary Security ID: 403949100

Shares Voted: 27,500

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: Given the positive market reaction since the unaffected date, the reasonable valuation, and the downside risk in the event of non-approval, support FOR the transaction is warranted.</i>				
2	Adjourn Meeting	Mgmt	For	Refer	For
	<i>Voter Rationale: Support FOR this proposal is warranted, as the underlying transaction merits support.</i>				

Campbell Soup Company

Meeting Date: 11/29/2023 **Country:** USA **Ticker:** CPB
Record Date: 10/02/2023 **Meeting Type:** Annual
Primary Security ID: 134429109

Shares Voted: 10,412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For
1.2	Elect Director Howard M. Averill	Mgmt	For	For	For
1.3	Elect Director Mark A. Clouse	Mgmt	For	For	For
1.4	Elect Director Bennett Dorrance, Jr.	Mgmt	For	For	For

Campbell Soup Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Maria Teresa (Tessa) Hilado	Mgmt	For	For	For
1.6	Elect Director Grant H. Hill	Mgmt	For	For	For
1.7	Elect Director Sarah Hofstetter	Mgmt	For	For	For
1.8	Elect Director Marc B. Lautenbach	Mgmt	For	For	For
1.9	Elect Director Mary Alice Dorrance Malone	Mgmt	For	For	For
1.10	Elect Director Keith R. McLoughlin	Mgmt	For	For	For
1.11	Elect Director Kurt T. Schmidt	Mgmt	For	For	For
1.12	Elect Director Archbold D. van Beuren	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 2025 Cage-Free Egg Goal	SH	Against	Against	Against
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against

Paylocity Holding Corporation

Meeting Date: 11/30/2023

Country: USA

Ticker: PCTY

Record Date: 10/03/2023

Meeting Type: Annual

Primary Security ID: 70438V106

Shares Voted: 8,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven R. Beauchamp	Mgmt	For	For	For
1.2	Elect Director Linda M. Breard	Mgmt	For	For	For
1.3	Elect Director Virginia G. Breen	Mgmt	For	For	For
1.4	Elect Director Jeffrey T. Diehl	Mgmt	For	For	For
1.5	Elect Director Robin L. Pederson	Mgmt	For	For	For
1.6	Elect Director Andres D. Reiner	Mgmt	For	For	For
1.7	Elect Director Kenneth B. Robinson	Mgmt	For	For	For
1.8	Elect Director Steven I. Sarowitz	Mgmt	For	For	For
1.9	Elect Director Ronald V. Waters, III	Mgmt	For	For	For
1.10	Elect Director Toby J. Williams	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Paylocity Holding 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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Provide Directors May Be Removed With or Without Cause	Mgmt	For	For	For

Performance Food Group Company

Meeting Date: 11/30/2023 **Country:** USA **Ticker:** PFGC
Record Date: 10/02/2023 **Meeting Type:** Annual
Primary Security ID: 71377A103

Shares Voted: 31,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George L. Holm	Mgmt	For	For	For
1b	Elect Director Manuel A. Fernandez	Mgmt	For	For	For
1c	Elect Director Barbara J. Beck	Mgmt	For	For	For
1d	Elect Director William F. Dawson, Jr.	Mgmt	For	For	For
1e	Elect Director Laura Flanagan	Mgmt	For	For	For
1f	Elect Director Matthew C. Flanigan	Mgmt	For	For	For
1g	Elect Director Kimberly S. Grant	Mgmt	For	For	For
1h	Elect Director Jeffrey M. Overly	Mgmt	For	For	For
1i	Elect Director David V. Singer	Mgmt	For	For	For
1j	Elect Director Randall N. Spratt	Mgmt	For	For	For
1k	Elect Director Warren M. 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

Cisco Systems, Inc.

Meeting Date: 12/06/2023 **Country:** USA **Ticker:** CSCO
Record Date: 10/09/2023 **Meeting Type:** Annual
Primary Security ID: 17275R102

Shares Voted: 213,074

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wesley G. Bush	Mgmt	For	For	For

Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Michael D. Capellas	Mgmt	For	For	For
1c	Elect Director Mark Garrett	Mgmt	For	For	For
1d	Elect Director John D. Harris, II	Mgmt	For	For	For
1e	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1f	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
1g	Elect Director Charles H. Robbins	Mgmt	For	For	For
1h	Elect Director Daniel H. Schulman	Mgmt	For	For	For
1i	Elect Director Marianna Tessel	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	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	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Against	Against	Against

Vail Resorts, Inc.

Meeting Date: 12/06/2023 **Country:** USA **Ticker:** MTN
Record Date: 10/10/2023 **Meeting Type:** Annual
Primary Security ID: 91879Q109

Shares Voted: 7,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robert A. Katz	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Kirsten A. Lynch	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Nadia Rawlinson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director John T. Redmond	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Michele Romanow	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

Vail Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Hilary A. Schneider	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director D. Bruce Sewell	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director John F. Sorte	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Peter A. Vaughn	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

Microsoft Corporation

Meeting Date: 12/07/2023 **Country:** USA **Ticker:** MSFT
Record Date: 09/29/2023 **Meeting Type:** Annual
Primary Security ID: 594918104

Shares Voted: 386,847

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.02	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.03	Elect Director Teri L. List	Mgmt	For	For	For
1.04	Elect Director Catherine MacGregor	Mgmt	For	For	For
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.06	Elect Director Satya Nadella	Mgmt	For	For	For
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
1.12	Elect Director Emma N. Walmsley	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

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For	For	For
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
7	Report on Government Take Down Requests	SH	Against	Against	Against
8	Report on Risks of Weapons Development	SH	Against	Against	Against
9	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
10	Publish a Tax Transparency Report	SH	Against	Against	Against
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	For
<p><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></p>					
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against	Against

Copart, Inc.

Meeting Date: 12/08/2023 **Country:** USA **Ticker:** CPRT
Record Date: 10/13/2023 **Meeting Type:** Annual
Primary Security ID: 217204106

Shares Voted: 44,600

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

Copart, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director James E. Meeks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Thomas N. Tryforos	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Diane M. Morefield	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Stephen Fisher	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Cherylyn Harley LeBon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Carl D. Sparks	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: A vote AGAINST this proposal is warranted. Following last year's relatively low say-on-pay vote result, the compensation committee demonstrated only limited responsiveness. The company, including independent directors, engaged with investors and disclosed certain feedback received. However, the disclosed shareholder feedback was relatively vague and the committee made only limited changes to address investor concerns.</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

Palo Alto Networks, Inc.

Meeting Date: 12/12/2023 **Country:** USA **Ticker:** PANW
Record Date: 10/16/2023 **Meeting Type:** Annual
Primary Security ID: 697435105

Shares Voted: 15,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nikesh Arora	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Aparna Bawa	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Carl Eschenbach	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Lorraine Twohill	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

Palo Alto Networks, 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: There are significant concerns regarding incentive pay design and magnitude. While the STIP is based primarily on objective financial metrics, the matrix design allowed for nearly maximum payouts despite below-target achievement of one of the two primary metrics. Greater concerns are raised regarding equity award design and magnitude. Shareholders may appreciate that equity incentives are entirely performance-conditioned; however, the regular LTIP utilizes goals that are set and measured on an annual basis and the design carries significant upside potential. The value of the CEO's regular LTI awards more than doubled from the prior year's grants, and he also received a one-time \$113 million retention award. While the committee provides ample disclosure as to its rationale for the award, some shareholders may nevertheless question the size of the special award on top of the magnitude provided by the much larger regular LTIP grant. In light of these concerns, a vote AGAINST this proposal is warranted.</i></p>					
4	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 three-year average burn rate is excessive, and * The plan allows broad discretion to accelerate vesting.</i></p>					

Aspen Technology, Inc.

Meeting Date: 12/14/2023 **Country:** USA **Ticker:** AZPN
Record Date: 10/18/2023 **Meeting Type:** Annual
Primary Security ID: 29109X106

Shares Voted: 5,922

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

Aspen Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Robert M. Whelan, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of certain key board committees. 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>				

FactSet Research Systems Inc.

Meeting Date: 12/14/2023 **Country:** USA **Ticker:** FDS
Record Date: 10/20/2023 **Meeting Type:** Annual
Primary Security ID: 303075105

Shares Voted: 2,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robin A. Abrams	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Malcolm Frank	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Laurie Siegel	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Elisha Wiesel	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

Thor Industries, Inc.

Meeting Date: 12/15/2023 **Country:** USA **Ticker:** THO
Record Date: 10/16/2023 **Meeting Type:** Annual
Primary Security ID: 885160101

Shares Voted: 10,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew E. Graves	Mgmt	For	For	For

Thor Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voter Rationale: WITHHOLD votes are warranted for Peter Orthwein 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 Christina Hennington	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Peter Orthwein 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 Amelia A. Huntington	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Peter Orthwein 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 Laurel Hurd	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Peter Orthwein 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 William J. Kelley, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Peter Orthwein 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 Christopher Klein	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Peter Orthwein 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 Robert W. Martin	Mgmt	For	For	For
	<i>Voter Rationale: WITHHOLD votes are warranted for Peter Orthwein 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 Peter B. Orthwein	Mgmt	For	For	Withhold
	<i>Voter Rationale: WITHHOLD votes are warranted for Peter Orthwein 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 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	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>				

Viatis Inc.

Meeting Date: 12/15/2023 **Country:** USA **Ticker:** VTRS
Record Date: 10/19/2023 **Meeting Type:** Annual
Primary Security ID: 92556V106

Shares Voted: 62,345

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

Viatrix Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1B	Elect Director JoEllen Lyons Dillon	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director Elisha W. Finney	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director Leo Groothuis	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director Melina Higgins	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director James M. Kilts	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director Harry A. Korman	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Rajiv Malik	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1I	Elect Director Richard A. Mark	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1J	Elect Director Mark W. Parrish	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1K	Elect Director Scott A. Smith	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

AutoZone, Inc.

Meeting Date: 12/20/2023 **Country:** USA **Ticker:** AZO
Record Date: 10/23/2023 **Meeting Type:** Annual
Primary Security ID: 053332102

Shares Voted: 959

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Linda A. Goodspeed	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Earl G. Graves, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Enderson Guimaraes	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Brian P. Hannasch	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 Gale V. King	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director George R. Mrkonic, Jr.	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director William C. Rhodes, III	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Jill A. Soltau	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