

VOTE SUMMARY REPORT

Date range covered : 01/01/2024 to 03/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION
ACCOUNTS

Commercial Metals Company

Meeting Date: 01/10/2024 **Country:** USA **Ticker:** CMC
Record Date: 11/13/2023 **Meeting Type:** Annual
Primary Security ID: 201723103

Shares Voted: 23,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vicki L. Avril-Groves	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director John R. McPherson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Barbara R. Smith	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

D.R. Horton, Inc.

Meeting Date: 01/17/2024 **Country:** USA **Ticker:** DHI
Record Date: 11/30/2023 **Meeting Type:** Annual
Primary Security ID: 23331A109

Shares Voted: 16,182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald R. Horton	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Barbara K. Allen	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Brad S. Anderson	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David V. Auld	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Michael R. Buchanan	Mgmt	For	For	For
	<i>Voter Rationale: A vote FOR the director nominees is warranted.</i>				

D.R. Horton, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1g	Elect Director Maribess L. Miller	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1h	Elect Director Paul J. Romanowski	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Costco Wholesale Corporation

Meeting Date: 01/18/2024Country: USATicker: COST

Record Date: 11/10/2023Meeting Type: Annual

Primary Security ID: 22160K105

Shares Voted: 23,065					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For	For
1d	Elect Director Richard A. Galanti	Mgmt	For	For	For
1e	Elect Director Hamilton E. James	Mgmt	For	For	For
1f	Elect Director W. Craig Jelinek	Mgmt	For	For	For
1g	Elect Director Sally Jewell	Mgmt	For	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
1i	Elect Director John W. Stanton	Mgmt	For	For	For
1j	Elect Director Ron M. Vachris	Mgmt	For	For	For
1k	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/18/2024Country: USATicker: INTU

Record Date: 11/20/2023Meeting Type: Annual

Primary Security ID: 461202103

Shares Voted: 14,578

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1h	Elect Director Ryan Roslansky	Mgmt	For	For	For
1i	Elect Director Thomas Szkutak	Mgmt	For	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For	For
1k	Elect Director Eric S. Yuan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against

Micron Technology, Inc.

Meeting Date: 01/18/2024Country: USATicker: MU

Record Date: 11/20/2023Meeting Type: Annual

Primary Security ID: 595112103

Shares Voted: 56,975

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For

Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Spirit Realty Capital, Inc.

Meeting Date: 01/19/2024Country: USATicker: SRC

Record Date: 12/19/2023Meeting Type: Special

Primary Security ID: 84860W300

Shares Voted: 28,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
Voter Rationale: Given the downside risk in the event of non-approval, the parity of the post-announcement consideration to the 52-week high, and the expected cost savings, support FOR the transaction is warranted.					
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For
Voter Rationale: A vote FOR the proposal is warranted. Though outstanding equity will auto-accelerate at the time of merger, cash severance is double trigger and of a reasonable basis, with no excise tax gross-ups payable.					
3	Adjourn Meeting	Mgmt	For	Refer	For
Voter Rationale: Support FOR this proposal is warranted, as the underlying transaction merits support.					

Super Micro Computer, Inc.

Meeting Date: 01/22/2024Country: USATicker: SMCI

Record Date: 11/27/2023Meeting Type: Annual

Primary Security ID: 86800U104

Shares Voted: 9,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judy Lin	Mgmt	For	For	For
1b	Elect Director Sara Liu	Mgmt	For	For	For
1c	Elect Director Yih-Shyan (Wally) Liaw	Mgmt	For	For	For

Super Micro Computer, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan cost is excessive;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and-The plan allows broad discretion to accelerate vesting.					

The Scotts Miracle-Gro Company

Meeting Date: 01/22/2024	Country: USA	Ticker: SMG
Record Date: 11/27/2023	Meeting Type: Annual	
Primary Security ID: 810186106		

Shares Voted: 8,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas N. Kelly, Jr.	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1b	Elect Director Brian E. Sandoval	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1c	Elect Director Peter E. Shumlin	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1d	Elect Director John R. Vines	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The plan permits liberal recycling of shares; and * The plan allows broad discretion to accelerate vesting.					

Ashland Inc.

Meeting Date: 01/23/2024	Country: USA	Ticker: ASH
Record Date: 11/30/2023	Meeting Type: Annual	
Primary Security ID: 044186104		

Shares Voted: 10,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven D. Bishop	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Sanat Chattopadhyay	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Suzan F. Harrison	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Wetteny Joseph	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.5	Elect Director Susan L. Main	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.6	Elect Director Guillermo Novo	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.7	Elect Director Sergio Pedreiro	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.8	Elect Director Jerome A. Peribere	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.9	Elect Director Janice J. Teal	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Becton, Dickinson and Company

Meeting Date: 01/23/2024Country: USATicker: BDXT

Record Date: 12/04/2023Meeting Type: Annual

Primary Security ID: 075887109

Shares Voted: 14,766

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Carrie L. Byington	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.5	Elect Director Claire M. Fraser	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.7	Elect Director Christopher Jones	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.8	Elect Director Thomas E. Polen	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.11	Elect Director Joanne Waldstreicher	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Visa Inc.

Meeting Date: 01/23/2024

Record Date: 11/24/2023

Primary Security ID: 92826C839

Country: USA

Meeting Type: Annual

Ticker: V

Shares Voted: 84,234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For	For
1e	Elect Director Teri L. List	Mgmt	For	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For	For

Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Linda J. Rendle	Mgmt	For	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Acuity Brands, Inc.

Meeting Date: 01/24/2024	Country: USA	Ticker: AYI
Record Date: 11/27/2023	Meeting Type: Annual	
Primary Security ID: 00508Y102		

Shares Voted: 6,500					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Neil M. Ashe	Mgmt	For	For	For
1b	Elect Director Marcia J. Avedon, Ph.D.	Mgmt	For	For	For
1c	Elect Director W. Patrick Battle	Mgmt	For	For	For
1d	Elect Director Michael J. Bender	Mgmt	For	For	For
1e	Elect Director G. Douglas Dillard, Jr.	Mgmt	For	For	For
1f	Elect Director James H. Hance, Jr.	Mgmt	For	For	For
1g	Elect Director Maya Leibman	Mgmt	For	For	For
1h	Elect Director Laura G. O'Shaughnessy	Mgmt	For	For	For
1i	Elect Director Mark J. Sachleben	Mgmt	For	For	For
1j	Elect Director Mary A. Winston	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Jacobs Solutions, Inc.

Meeting Date: 01/24/2024

Record Date: 11/27/2023

Primary Security ID: 46982L108

Country: USA

Meeting Type: Annual

Ticker: J

Shares Voted: 6,587

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven J. Demetriou	Mgmt	For	For	For
1b	Elect Director Christopher M.T. Thompson	Mgmt	For	For	For
1c	Elect Director Priya Abani	Mgmt	For	For	For
1d	Elect Director Vincent K. Brooks	Mgmt	For	For	For
1e	Elect Director Ralph E. (Ed) Eberhart	Mgmt	For	For	For
1f	Elect Director Manny Fernandez	Mgmt	For	For	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1h	Elect Director Barbara L. Loughran	Mgmt	For	For	For
1i	Elect Director Robert A. McNamara	Mgmt	For	For	For
1j	Elect Director Louis V. Pinkham	Mgmt	For	For	For
1k	Elect Director Robert V. Pragada	Mgmt	For	For	For
1l	Elect Director Peter J. Robertson	Mgmt	For	For	For
1m	Elect Director Julie A. Sloat	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Charter to Provide for the Exculpation of Officers	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Eliminate the Pass-Through Voting Provision	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.

MSC Industrial Direct Co., Inc.

Meeting Date: 01/24/2024

Record Date: 12/06/2023

Primary Security ID: 553530106

Country: USA

Meeting Type: Annual

Ticker: MSM

Shares Voted: 9,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Erik Gershwind	Mgmt	For	For	For

MSC Industrial Direct Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Louise Goeser	Mgmt	For	For	For
1c	Elect Director Mitchell Jacobson	Mgmt	For	For	For
1d	Elect Director Michael Kaufmann	Mgmt	For	For	For
1e	Elect Director Steven Paladino	Mgmt	For	For	For
1f	Elect Director Philip Peller	Mgmt	For	For	For
1g	Elect Director Rahquel Purcell	Mgmt	For	For	For
1h	Elect Director Rudina Seseeri	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

New Jersey Resources Corporation

Meeting Date: 01/24/2024Country: USATicker: NJR

Record Date: 11/30/2023Meeting Type: Annual

Primary Security ID: 646025106

Shares Voted: 19,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Donald L. Correll	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director James H. DeGraffenreidt, Jr.	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director M. Susan Hardwick	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Peter C. Harvey	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Woodward, Inc.

Meeting Date: 01/24/2024Country: USATicker: WWD

Record Date: 11/27/2023Meeting Type: Annual

Primary Security ID: 980745103

Woodward, Inc.

Shares Voted: 12,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles P. Blankenship, Jr.	Mgmt	For	For	For
1.2	Elect Director John D. Cohn	Mgmt	For	For	For
1.3	Elect Director Daniel G. Korte	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Air Products and Chemicals, Inc.

Meeting Date: 01/25/2024Country: USATicker: APD
Record Date: 11/30/2023Meeting Type: Annual
Primary Security ID: 009158106

Shares Voted: 11,600

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

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voter Rationale: A vote AGAINST this proposal is warranted. As noted in prior years, the company has a practice of setting CEO pay above the median of peers. This practice has resulted in a quantitative misalignment between pay and performance for the year in review. Specifically, the committee increased the CEO's LTI target by \$1 million, without compelling rationale, and notes that the committee intends for the CEO's pay levels to be at the 75th percentile of the peer group. Setting pay above the median of the peer group may result in increased compensation levels, without a commensurate link to performance, and is a practice that is disfavored by many investors. Further, while the most recent closing cycle LTI grant was forfeited, concerns are raised regarding the program targeting merely median performance and regarding the lack of a cap on award vesting in the event of negative TSR.					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Catalent, Inc.

Meeting Date: 01/25/2024Country: USATicker: CTLT

Record Date: 12/04/2023Meeting Type: Annual

Primary Security ID: 148806102

Shares Voted: 9,400					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J. Barber	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1b	Elect Director Steven K. Barg	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1c	Elect Director J. Martin Carroll	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1d	Elect Director Rolf Classon	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1e	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1f	Elect Director John J. Greisch	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1g	Elect Director Gregory T. Lucier	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1h	Elect Director Alessandro Maselli	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1i	Elect Director Donald E. Morel, Jr.	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1j	Elect Director Stephanie Okey	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					

Catalent, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Michelle R. Ryan	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1l	Elect Director Jack Stahl	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Jabil Inc.

Meeting Date: 01/25/2024

Record Date: 11/30/2023

Primary Security ID: 466313103

Country: USA

Meeting Type: Annual

Ticker: JBL

Shares Voted: 27,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Christopher S. Holland	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Mark T. Mondello	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director John C. Plant	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Steven A. Raymund	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director James Siminoff	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director David M. Stout	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Kathleen A. Walters	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Kenneth S. Wilson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Jabil Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voter Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.					

Post Holdings, Inc.

Meeting Date: 01/25/2024Country: USATicker: POST

Record Date: 11/27/2023Meeting Type: Annual

Primary Security ID: 737446104

Shares Voted: 11,000					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William P. Stiritz	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.2	Elect Director Thomas C. Erb	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.3	Elect Director Jennifer Kuperman	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
Voter Rationale: New Mexico favours unclassified board of directors.					

Spire Inc.

Meeting Date: 01/25/2024Country: USATicker: SR

Record Date: 11/30/2023Meeting Type: Annual

Primary Security ID: 84857L101

Shares Voted: 10,700					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark A. Borer	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					

Spire Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Maria V. Fogarty	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Steven L. Lindsey	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Valvoline Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: VVV

Record Date: 12/01/2023

Meeting Type: Annual

Primary Security ID: 92047W101

Shares Voted: 28,338

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald W. Evans, Jr.	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Lori A. Flees	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Richard J. Freeland	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Carol H. Kruse	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Vada O. Manager	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Patrick S. Pacious	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Jennifer L. Slater	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Charles M. Sonstebj	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Mary J. Twinem	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/25/2024Country: USATicker: WBA

Record Date: 11/27/2023Meeting Type: Annual

Primary Security ID: 931427108

Shares Voted: 37,265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Ginger L. Graham	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Bryan C. Hanson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Robert L. Huffines	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director John A. Lederer	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Stefano Pessina	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Thomas E. Polen	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Timothy C. Wentworth	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
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 Cigarette Waste	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	For	For
	Voter Rationale: A vote FOR this proposal is warranted. The company has underperformed its peers by a significant margin over the short and long term. While the current lead independent director role is robust, the lead independent director needs to effectively act as a counterweight to both a CEO and an executive chairman. An independent chair policy would simplify the current board leadership structure, which could promote more effective independent oversight.				
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	Against	Against

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
9	Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	SH	Against	Against	Against

UGI Corporation

Meeting Date: 01/26/2024	Country: USA	Ticker: UGI
Record Date: 11/20/2023	Meeting Type: Annual	
Primary Security ID: 902681105		

Shares Voted: 42,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mario Longhi	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director M. Shawn Bort	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Theodore A. Dosch	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Alan N. Harris	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director William J. Marrazzo	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Cindy J. Miller	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Roger Perreault - Withdrawn	Mgmt			
1h	Elect Director Kelly A. Romano	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Santiago Seage	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

WestRock Company

Meeting Date: 01/26/2024	Country: USA	Ticker: WRK
Record Date: 12/04/2023	Meeting Type: Annual	
Primary Security ID: 96145D105		

Shares Voted: 13,285

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

Shares Voted: 53,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan M. Cameron	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Greg Creed	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Brian M. DelGhiaccio	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Bridgette P. Heller	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Kenneth M. Keverian	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Karen M. King	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Patricia E. Lopez	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Stephen I. Sadove	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Kevin G. Wills	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director John J. Zillmer	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Meeting Date: 01/30/2024Country: USATicker: AZTA

Record Date: 12/07/2023Meeting Type: Annual

Primary Security ID: 114340102

Shares Voted: 14,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward P. Bousa	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Frank E. Casal	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Robyn C. Davis	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Didier Hirsch	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.5	Elect Director Martin Madaus	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.6	Elect Director Erica J. McLaughlin	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.7	Elect Director Tina S. Nova	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.8	Elect Director Michael Rosenblatt	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.9	Elect Director Stephen S. Schwartz	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.10	Elect Director Ellen M. Zane *Withdrawn*	Mgmt			
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	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.				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.				

Hormel Foods Corporation

Meeting Date: 01/30/2024	Country: USA	Ticker: HRL
Record Date: 12/01/2023	Meeting Type: Annual	
Primary Security ID: 440452100		

Shares Voted: 15,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Prama Bhatt	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Gary C. Bhojwani	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

Hormel Foods Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Stephen M. Lacy	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Elsa A. Murano	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director William A. Newlands	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Christopher J. Policinski	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Jose Luis Prado	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Sally J. Smith	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director James P. Snee	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Steven A. White	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Raymond G. Young	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1l	Elect Director Michael P. Zechmeister	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Accenture plc

Meeting Date: 01/31/2024

Record Date: 12/04/2023

Primary Security ID: G1151C101

Country: Ireland

Meeting Type: Annual

Ticker: ACN

Shares Voted: 32,850					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Martin Brudermuller	Mgmt	For	For	For
1c	Elect Director Alan Jope	Mgmt	For	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For	For

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Beth E. Mooney	Mgmt	For	For	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
1g	Elect Director Paula A. Price	Mgmt	For	For	For
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For	For
1k	Elect Director Tracey T. Travis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

BellRing Brands, Inc.

Meeting Date: 01/31/2024Country: USATicker: BRBR

Record Date: 12/05/2023Meeting Type: Annual

Primary Security ID: 07831C103

Shares Voted: 27,320

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shawn W. Conway	Mgmt	For	For	For
Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Thomas (Tom) Erickson and Jennifer Kuperman Johnson given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Shawn Conway, is warranted.					
1.2	Elect Director Thomas P. Erickson	Mgmt	For	Refer	Withhold
Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Thomas (Tom) Erickson and Jennifer Kuperman Johnson given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Shawn Conway, is warranted.					

BellRing Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Jennifer Kuperman Johnson	Mgmt	For	Refer	Withhold
Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Thomas (Tom) Erickson and Jennifer Kuperman Johnson given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Shawn Conway, is warranted.					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Voter Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.					

Dolby Laboratories, Inc.

Meeting Date: 02/06/2024Country: USATicker: DLB

Record Date: 12/08/2023Meeting Type: Annual

Primary Security ID: 25659T107

Shares Voted: 12,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin Yeaman	Mgmt	For	For	For
Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.					
1.2	Elect Director Peter Gotcher	Mgmt	For	Refer	Withhold
Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.					
1.3	Elect Director David Dolby	Mgmt	For	Refer	Withhold
Voter Rationale: WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company.					
1.4	Elect Director Tony Prophet	Mgmt	For	Refer	Withhold
Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.					
1.5	Elect Director Emily Rollins	Mgmt	For	For	For
Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.					
1.6	Elect Director Simon Segars	Mgmt	For	Refer	Withhold
Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.					

Dolby Laboratories, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Anjali Sud	Mgmt	For	For	For
Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.					
1.8	Elect Director Avadis Tevanian, Jr.	Mgmt	For	Refer	Withhold
Voter Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.					
3	Approve Advance Notice Requirement for Director Nominations	Mgmt	For	For	For
Voter Rationale: A vote FOR this proposal is warranted, as the proposed time frame for submission of director nominations or other proposals is considered reasonable, and consistent with the newly adopted SEC universal proxy rules.					
4	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	For	For	For
Voter Rationale: A vote FOR this proposal is warranted as Delaware courts are considered an appropriate forum for the resolution of claims arising under Delaware law and requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.					
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.					

Emerson Electric Co.

Meeting Date: 02/06/2024Country: USATicker: EMR

Record Date: 11/28/2023Meeting Type: Annual

Primary Security ID: 291011104

Shares Voted: 29,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For	For
1b	Elect Director Leticia Goncalves Lourenco	Mgmt	For	For	For
1c	Elect Director James M. McKelvey	Mgmt	For	For	For
1d	Elect Director James S. Turley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Declassify the Board of Directors	Mgmt	For	For	For
Voter Rationale: New Mexico favours unclassified board of directors.					
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Emerson Electric Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Adopt Simple Majority Vote	SH	Against	For	For
Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.					

Franklin Resources, Inc.

Meeting Date: 02/06/2024Country: USATicker: BEN

Record Date: 12/11/2023Meeting Type: Annual

Primary Security ID: 354613101

Shares Voted: 14,873

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	For	For
Voter Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO. A vote FOR the remaining director nominees is warranted.					
1b	Elect Director Alexander S. Friedman	Mgmt	For	For	For
Voter Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO. A vote FOR the remaining director nominees is warranted.					
1c	Elect Director Gregory E. Johnson	Mgmt	For	For	For
Voter Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO. A vote FOR the remaining director nominees is warranted.					
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
Voter Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO. A vote FOR the remaining director nominees is warranted.					
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For	For
Voter Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO. A vote FOR the remaining director nominees is warranted.					
1f	Elect Director John Y. Kim	Mgmt	For	Refer	Against
Voter Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO. A vote FOR the remaining director nominees is warranted.					
1g	Elect Director Karen M. King	Mgmt	For	Refer	Against
Voter Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO. A vote FOR the remaining director nominees is warranted.					
1h	Elect Director Anthony J. Noto	Mgmt	For	For	For
Voter Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO. A vote FOR the remaining director nominees is warranted.					

Franklin Resources, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director John W. Thiel	Mgmt	For	Refer	Against
Voter Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO. A vote FOR the remaining director nominees is warranted.					
1j	Elect Director Seth H. Waugh	Mgmt	For	Refer	Against
Voter Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO. A vote FOR the remaining director nominees is warranted.					
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	Refer	Against
Voter Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO. A vote FOR the remaining director nominees is warranted.					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.					
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive * The three-year average burn rate is excessive * The estimated duration of available and proposed shares exceeds six years; and * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary).					

Rockwell Automation, Inc.

Meeting Date: 02/06/2024	Country: USA	Ticker: ROK
Record Date: 12/11/2023	Meeting Type: Annual	
Primary Security ID: 773903109		

Shares Voted: 5,976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.1	Elect Director Alice L. Jolla	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
A.2	Elect Director Lisa A. Payne	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Atmos Energy Corporation

Meeting Date: 02/07/2024	Country: USA	Ticker: ATO
Record Date: 12/12/2023	Meeting Type: Annual	
Primary Security ID: 049560105		

Atmos Energy Corporation

Shares Voted: 7,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director John C. Ale	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Kim R. Cocklin	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Kelly H. Compton	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Sean Donohue	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Rafael G. Garza	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Richard K. Gordon	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Nancy K. Quinn	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Richard A. Sampson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Diana J. Walters	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Frank Yoho	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Pioneer Natural Resources Company

Meeting Date: 02/07/2024Country: USATicker: PXD

Record Date: 01/05/2024Meeting Type: Special

Primary Security ID: 723787107

Shares Voted: 12,117

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

Pioneer Natural Resources Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	<i>Voter Rationale: The strategic rationale appears sound, the merger is expected to generate \$2 billion in annual synergies and be accretive to the combined company, shareholders are receiving a premium, there is a potential downside risk of non-approval, and the equity form of consideration allows shareholders to participate in the potential upside of the combined company. As such, support FOR the proposed transaction is warranted.</i>				
	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted. While cash severance is double trigger, equity awards will accelerate vesting upon the change in control, which represents a material and recent amendment to the company's prior change-in-control arrangements. The company also recently increased certain other benefits for NEOs upon a change in control. Making amendments to CIC agreements within close proximity of a merger is generally viewed as a negative practice.</i>					

Tyson Foods, Inc.

Meeting Date: 02/08/2024	Country: USA	Ticker: TSN
Record Date: 12/11/2023	Meeting Type: Annual	
Primary Security ID: 902494103		

Shares Voted: 14,865					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Refer	Against
<i>Voter Rationale: Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company.</i>					
1b	Elect Director Les R. Baledge	Mgmt	For	Refer	Against
<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure.A vote AGAINST Les Baledge is further warranted for serving as a non-independent member of a key board committee.</i>					
1c	Elect Director Mike Beebe	Mgmt	For	Refer	Against
<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure.</i>					
1d	Elect Director Maria Claudia Borrás	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>					
1e	Elect Director David J. Bronczek	Mgmt	For	Refer	Against
<i>Voter Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure.</i>					
1f	Elect Director Mikel A. Durham	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>					
1g	Elect Director Donnie King	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>					
1h	Elect Director Jonathan D. Mariner	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>					
1i	Elect Director Kevin M. McNamara	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>					
1j	Elect Director Cheryl S. Miller	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i>					

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Kate B. Quinn	Mgmt	For	For	For
Voter Rationale: A vote FOR the remaining director nominees is warranted.					
1l	Elect Director Jeffrey K. Schomburger	Mgmt	For	For	For
Voter Rationale: A vote FOR the remaining director nominees is warranted.					
1m	Elect Director Barbara A. Tyson	Mgmt	For	Refer	Against
Voter Rationale: Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company.					
1n	Elect Director Noel White	Mgmt	For	For	For
Voter Rationale: A vote FOR the remaining director nominees is warranted.					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.					
3	Report on Climate Lobbying	SH	Against	For	For
Voter Rationale: Support FOR the proposal is warranted, as such disclosure would help shareholders better evaluate the company's approach to direct and indirect climate lobbying and may help mitigate any related risks.					
4	Commission Third-Party Audit Assessing Use of Child Labor in Company's Value Chain	SH	Against	For	For
Voter Rationale: A vote FOR this proposal is warranted, as additional information regarding the effectiveness of the company's policies and practices for avoiding child labor in its supply chain could allow shareholders to better gauge how the company is managing human rights related risks.					
5	Accelerate Efforts to Eliminate Deforestation from Company's Supply Chains	SH	Against	Against	Against
Voter Rationale: A vote AGAINST this proposal is warranted. The company has partnered with a third-party organization to assess associated risks for its key commodities and has developed cutoff and target sourcing-dates. It appears the company has already set sufficient targets to address its deforestation risks and the board believes the current standard complements the company's targets to reduce greenhouse gas emissions. The proposal's timeline may be unduly burdensome on the company and not in shareholders' best interest at this time.					
6	Report on Opportunities to Support Circular Economy for Packaging	SH	Against	Against	Against
Voter Rationale: A vote AGAINST this proposal is warranted, as the company appears to be providing sufficient information for shareholders to be able to evaluate its sustainable packaging strategy, its efforts to support a circular economy, and how it is managing risks associated with packaging waste.					

Berry Global Group, Inc.

Meeting Date: 02/14/2024	Country: USA	Ticker: BERY
Record Date: 12/27/2023	Meeting Type: Annual	
Primary Security ID: 08579W103		

Shares Voted: 23,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Evan Bayh	Mgmt	For	For	For
1b	Elect Director Jonathan F. Foster	Mgmt	For	For	For
1c	Elect Director Meredith R. Harper	Mgmt	For	For	For

Berry Global Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Idalene F. Kesner	Mgmt	For	For	For
1e	Elect Director Kevin J. Kwilinski	Mgmt	For	For	For
1f	Elect Director Jill A. Rahman	Mgmt	For	For	For
1g	Elect Director Carl J. (Rick) Rickertsen	Mgmt	For	For	For
1h	Elect Director Chaney M. Sheffield, Jr.	Mgmt	For	For	For
1i	Elect Director Robert A. Steele	Mgmt	For	For	For
1j	Elect Director Stephen E. Sterrett	Mgmt	For	For	For
1k	Elect Director Peter T. Thomas	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Include Officer Exculpation	Mgmt	For	For	For
5	Amend Exclusive Forum Provision	Mgmt	For	For	For

Fair Isaac Corporation

Meeting Date: 02/14/2024Country: USATicker: FICO

Record Date: 12/18/2023Meeting Type: Annual

Primary Security ID: 303250104

Shares Voted: 1,300

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

Fair Isaac Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director David A. Rey	Mgmt	For	For	For
	Voter Rationale: A vote FOR all director nominees is warranted.				
1i	Elect Director H. Tayloe Stansbury	Mgmt	For	For	For
	Voter Rationale: A vote FOR all director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	Voter Rationale: A vote AGAINST the proposal is warranted. Despite recent outperformance by the company, a pay-for-performance misalignment exists for the year in review. Although the annual bonus was based on rigorous financial measures, a concern is noted regarding the potential for individual performance to greatly increase payouts in instances of financial underperformance. Though a majority of the LTI program was in performance-conditioned equity, a majority of the performance equity utilized a one-year performance period. Further, there are concerns regarding target setting, as the financial metrics and targets used were identical to the annual bonus program, while the market-based equity targeted performance at merely the median of the Russell 3000 Index. The market-based equity also allows for multiple opportunities to vest, which runs counter to the at-risk nature of a pay-for-performance philosophy. Finally, the CEO received a retention award, a significant portion of which was in time-vested equity, while the performance portion, though measured over a longer term, still targets the median of the Index.				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

PTC Inc.

Meeting Date: 02/14/2024Country: USATicker: PTC

Record Date: 12/08/2023Meeting Type: Annual

Primary Security ID: 69370C100

Shares Voted: 5,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Barua	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Mark Benjamin	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Janice Chaffin	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Amar Hanspal	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.5	Elect Director Michal Katz	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.6	Elect Director Paul Lacy	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.7	Elect Director Corinna Lathan	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.8	Elect Director Janesh Moorjani	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

PTC Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Robert Schechter	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Healthpeak Properties, Inc.

Meeting Date: 02/21/2024Country: USATicker: PEAK

Record Date: 01/08/2024Meeting Type: Special

Primary Security ID: 42250P103

Shares Voted: 28,427

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
Voter Rationale: The strategic rationale appears sound as the combined company will have increased scale, a less concentrated tenant mix, and a strong balance sheet post-close. Further, the merger is expected to be accretive to AFFO and FFO per share given an estimated \$60 million of annual cost savings and there is a potential downside risk of non-approval. As such, support FOR the proposed transaction is warranted.					
2	Increase Authorized Common Stock	Mgmt	For	Refer	For
Voter Rationale: A vote FOR this proposal is warranted. The proposed increase appears reasonable, and the amendment is a closing condition of the merger transaction (Item 1), which merits shareholder support.					
3	Adjourn Meeting	Mgmt	For	Refer	For
Voter Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.					

Physicians Realty Trust

Meeting Date: 02/21/2024Country: USATicker: DOC

Record Date: 01/08/2024Meeting Type: Special

Primary Security ID: 71943U104

Shares Voted: 46,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
Voter Rationale: The transaction is a merger of equals structured with no premium announced at DOC's all-time low. That being said, there has been a multi-year decline in DOC's share price which is also reflected in the share prices of its peers, reflecting a broad pullback in the sector largely due to macro-economic conditions. Further, the proposed exchange ratio is in line with historical trading exchange ratios and the value of the merger consideration now reflects a premium given a rebound in PEAK stock and its peers. The strategic rationale appears sound as the combined company will have increased scale, a less concentrated tenant mix, and a strong balance sheet post close. Further, the merger is expected to be accretive to AFFO and FFO per share given the expectation of up to \$60 million of annual cost savings, there is a potential downside risk of non-approval, and the equity form of consideration allows DOC shareholders to participate in the potential upside of the transaction. As such, support FOR the proposed transaction is warranted.					

Physicians Realty Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against
Voter Rationale: A vote AGAINST this proposal is warranted. While cash severance is double trigger and reasonably based and no excise tax gross-ups are payable, outstanding equity will accelerate at the time of the transaction. Additionally, PSUs will vest at maximum levels without compelling rationale disclosed.					
3	Adjourn Meeting	Mgmt	For	Refer	For
Voter Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.					

Raymond James Financial, Inc.

Meeting Date: 02/22/2024Country: USATicker: RJF

Record Date: 12/20/2023Meeting Type: Annual

Primary Security ID: 754730109

Shares Voted: 9,875					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marlene Debel	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1b	Elect Director Robert M. Dutkowsky	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1c	Elect Director Jeffrey N. Edwards	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1d	Elect Director Benjamin C. Esty	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1e	Elect Director Art A. Garcia	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1f	Elect Director Anne Gates	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1g	Elect Director Gordon L. Johnson	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1h	Elect Director Raymond W. McDaniel, Jr.	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1i	Elect Director Roderick C. McGeary	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1j	Elect Director Paul C. Reilly	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1k	Elect Director Raj Seshadri	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Raymond James Financial, Inc.

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

Apple Inc.

Meeting Date: 02/28/2024	Country: USA	Ticker: AAPL
Record Date: 01/02/2024	Meeting Type: Annual	
Primary Security ID: 037833100		

Shares Voted: 765,664

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For	For
1h	Elect Director Sue Wagner	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	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
Voter Rationale: A vote FOR this proposal is warranted, as median pay gap statistics would allow shareholders to better compare and measure the progress of the company's diversity and inclusion initiatives.					
7	Report on Use of Artificial Intelligence	SH	Against	For	For
Voter Rationale: A vote FOR this proposal is warranted. The company's lack of disclosure regarding AI limits shareholders' ability to evaluate the risks associated with the use of AI or the actions the company is potentially taking to mitigate those risks. Improved transparency and the disclosure of an ethical guideline may alleviate shareholder concerns.					
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

Deere & Company

Meeting Date: 02/28/2024	Country: USA	Ticker: DE
Record Date: 01/02/2024	Meeting Type: Annual	
Primary Security ID: 244199105		

Shares Voted: 14,002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For	For
1c	Elect Director Alan C. Heuberger	Mgmt	For	For	For
1d	Elect Director L. Neil Hunn	Mgmt	For	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For	For
1f	Elect Director Clayton M. Jones	Mgmt	For	For	For
1g	Elect Director John C. May	Mgmt	For	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For	For
1j	Elect Director Dmitri L. Stockton	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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on GHG Reduction Policies and Their Impact on Revenue Generation	SH	Against	Against	Against
5	Civil Rights and Non-Discrimination Audit Proposal	SH	Against	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Voter Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.

Tetra Tech, Inc.

Meeting Date: 02/29/2024Country: USATicker: TTEK
Record Date: 01/02/2024Meeting Type: Annual
Primary Security ID: 88162G103

Shares Voted: 10,900

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

Tetra Tech, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1C	Elect Director Prashant Gandhi	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1D	Elect Director Joanne M. Maguire	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1E	Elect Director Christiana Obiaya	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1F	Elect Director Kimberly E. Ritrievi	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1G	Elect Director Kirsten M. Volpi	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Nordson Corporation

Meeting Date: 03/05/2024Country: USATicker: NDSN

Record Date: 01/05/2024Meeting Type: Annual

Primary Security ID: 655663102

Shares Voted: 2,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank M. Jaehnert	Mgmt	For	For	For
1.2	Elect Director Ginger M. Jones	Mgmt	For	For	For
1.3	Elect Director Christopher L. Mapes	Mgmt	For	For	For
1.4	Elect Director Milton M. Morris	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

QUALCOMM Incorporated

Meeting Date: 03/05/2024Country: USATicker: QCOM

Record Date: 01/08/2024Meeting Type: Annual

Primary Security ID: 747525103

Shares Voted: 57,957

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
1l	Elect Director Anthony J. Vinciquerra	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For

Applied Materials, Inc.

Meeting Date: 03/07/2024Country: USATicker: AMAT

Record Date: 01/10/2024Meeting Type: Annual

Primary Security ID: 038222105

Shares Voted: 43,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against	Against
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Against	Against

Cabot Corporation

Meeting Date: 03/07/2024	Country: USA	Ticker: CBT
Record Date: 01/16/2024	Meeting Type: Annual	
Primary Security ID: 127055101		

Shares Voted: 11,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cynthia A. Arnold	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Douglas G. Del Grosso	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Christine Y. Yan	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Non-Employee Director Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Hologic, Inc.

Meeting Date: 03/07/2024	Country: USA	Ticker: HOLX
Record Date: 01/11/2024	Meeting Type: Annual	
Primary Security ID: 436440101		

Shares Voted: 12,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Sally W. Crawford	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Scott T. Garrett	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Ludwig N. Hantson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Nanaz Mohtashami	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Christiana Stamoulis	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Stacey D. Stewart	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Amy M. Wendell	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

MACOM Technology Solutions Holdings, Inc.

Meeting Date: 03/07/2024Country: USATicker: MTSI

Record Date: 01/08/2024Meeting Type: Annual

Primary Security ID: 55405Y100

Shares Voted: 10,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Declassify the Board of Directors	Mgmt	For	For	For
	Voter Rationale: New Mexico favours unclassified board of directors.				
2.1	Elect Director John Ritchie	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2.2	Elect Director Jihye Whang Rosenband	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

MACOM Technology Solutions Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Murugesan "Raj" Shanmugaraj	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

TransDigm Group Incorporated

Meeting Date: 03/07/2024Country: USATicker: TDG

Record Date: 01/12/2024Meeting Type: Annual

Primary Security ID: 893641100

Shares Voted: 2,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Barr	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.2	Elect Director Jane M. Cronin	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.3	Elect Director Michael Graff	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.4	Elect Director Sean P. Hennessy	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.5	Elect Director W. Nicholas Howley	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.6	Elect Director Gary E. McCullough	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.7	Elect Director Michele L. Santana	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.8	Elect Director Robert J. Small	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.9	Elect Director Kevin M. Stein	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.10	Elect Director Jorge L. Valladares, III	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

TransDigm Group Incorporated

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
Voter Rationale: A vote AGAINST this proposal is warranted. While the responsiveness disclosure was much improved, the committee did not fully address shareholder requests for changes to the compensation program. Given multiple years of low support for the say-on-pay proposal, investors may have expected a more robust response. Further, the committee increased equity award values in FY23 by providing special grants, resulting in relatively high pay levels. The committee also again used upward discretion, albeit better explained, to increase certain annual incentive payouts. Lastly, the committee used discretion to enhance the vesting of a retiring NEO's equity, who was not previously eligible for retirement treatment under the plan, without compelling rationale.					

National Fuel Gas Company

Meeting Date: 03/08/2024	Country: USA	Ticker: NFG
Record Date: 01/08/2024	Meeting Type: Annual	
Primary Security ID: 636180101		

Shares Voted: 18,800					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David H. Anderson	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.2	Elect Director David P. Bauer	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.3	Elect Director Barbara M. Baumann	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.4	Elect Director David C. Carroll	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.5	Elect Director Steven C. Finch	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.6	Elect Director Joseph N. Jagers	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.7	Elect Director Rebecca Ranich	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.8	Elect Director Jeffrey W. Shaw	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.9	Elect Director Thomas E. Skains	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.10	Elect Director David F. Smith	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.11	Elect Director Ronald J. Tanski	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					

National Fuel Gas Company

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

Adient plc

Meeting Date: 03/12/2024

Country: Ireland

Ticker: ADNT

Record Date: 01/16/2024

Meeting Type: Annual

Primary Security ID: G0084W101

Shares Voted: 19,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie L. Bushman	Mgmt	For	For	For
1b	Elect Director Peter H. Carlin	Mgmt	For	For	For
1c	Elect Director Ricky T. "Rick" Dillon	Mgmt	For	For	For
1d	Elect Director Jerome J. Dorlack	Mgmt	For	For	For
1e	Elect Director Jodi E. Eddy	Mgmt	For	For	For
1f	Elect Director Richard Goodman	Mgmt	For	For	For
1g	Elect Director Jose M. Gutierrez	Mgmt	For	For	For
1h	Elect Director Frederick A. "Fritz" Henderson	Mgmt	For	For	For
1i	Elect Director Barb J. Samardzich	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorise Issue of Equity	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Cencora, Inc.

Meeting Date: 03/12/2024

Country: USA

Ticker: COR

Record Date: 01/16/2024

Meeting Type: Annual

Primary Security ID: 03073E105

Shares Voted: 8,391

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	For
1b	Elect Director Werner Baumann	Mgmt	For	For	For
1c	Elect Director Steven H. Collis	Mgmt	For	For	For
1d	Elect Director D. Mark Durcan	Mgmt	For	For	For
1e	Elect Director Richard W. Gochnauer	Mgmt	For	For	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	For	For
1g	Elect Director Kathleen W. Hyle	Mgmt	For	For	For
1h	Elect Director Lorence H. Kim	Mgmt	For	For	For
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For
1k	Elect Director Lauren M. Tyler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Amend Certificate of Incorporation	Mgmt	For	For	For
6	Enhance Majority Vote for the Election of Directors	SH	Against	Against	Against

Meeting Date: 03/12/2024Country: USATicker: MMS

Record Date: 01/12/2024Meeting Type: Annual

Primary Security ID: 577933104

Shares Voted: 12,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne K. Altman	Mgmt	For	For	For
Voter Rationale: A vote AGAINST Richard (Rich) Montoni is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.					
1b	Elect Director Bruce L. Caswell	Mgmt	For	For	For
Voter Rationale: A vote AGAINST Richard (Rich) Montoni is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.					
1c	Elect Director John J. Haley	Mgmt	For	For	For
Voter Rationale: A vote AGAINST Richard (Rich) Montoni is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.					

MAXIMUS, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Jan D. Madsen	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Richard (Rich) Montoni is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.				
1e	Elect Director Richard A. Montoni	Mgmt	For	For	Against
	Voter Rationale: A vote AGAINST Richard (Rich) Montoni is warranted for serving as a non-independent member of a key board committee.				
1f	Elect Director Gayathri Rajan	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Richard (Rich) Montoni is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.				
1g	Elect Director Raymond B. Ruddy	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Richard (Rich) Montoni is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.				
1h	Elect Director Michael J. Warren	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Richard (Rich) Montoni is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
	Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.				
4	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	For
	Voter Rationale: A vote FOR this proposal is warranted, as this assessment may benefit shareholders by improving the company's management of related risks.				

Toll Brothers, Inc.

Meeting Date: 03/12/2024	Country: USA	Ticker: TOL
Record Date: 01/18/2024	Meeting Type: Annual	
Primary Security ID: 889478103		

Shares Voted: 21,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas C. Yearley, Jr.	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Stephen F. East	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Christine N. Garvey	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Karen H. Grimes	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

Toll Brothers, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Derek T. Kan	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.6	Elect Director John A. McLean	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.7	Elect Director Wendell E. Pritchett	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.8	Elect Director Judith A. Reinsdorf	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.9	Elect Director Katherine M. Sandstrom	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.10	Elect Director Paul E. Shapiro	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.11	Elect Director Scott D. Stowell	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Analog Devices, Inc.

Meeting Date: 03/13/2024

Record Date: 01/09/2024

Primary Security ID: 032654105

Country: USA

Meeting Type: Annual

Ticker: ADI

Shares Voted: 26,286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For	For
1d	Elect Director James A. Champy	Mgmt	For	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	For	For
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For	For
1h	Elect Director Peter B. Henry	Mgmt	For	For	For
1i	Elect Director Mercedes Johnson	Mgmt	For	For	For
1j	Elect Director Ray Stata	Mgmt	For	For	For
1k	Elect Director Susie Wee	Mgmt	For	For	For

Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voter Rationale: A vote AGAINST the proposal is warranted. While acknowledging certain positive changes to the LTI program, including the increase in performance equity for the CEO, a quantitative pay-for-performance misalignment is identified and underscored by several concerns regarding incentive programs. Most notably, while annual incentives were based on objective financial metrics, the company continues to set certain target goals below prior actual achievement levels, while allowing for a high maximum payout opportunity which significantly exceeds market norms.					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	Against	For	For
Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.					

Johnson Controls International plc

Meeting Date: 03/13/2024Country: IrelandTicker: JCI

Record Date: 01/08/2024Meeting Type: Annual

Primary Security ID: G51502105

Shares Voted: 35,713

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Archer	Mgmt	For	For	For
1b	Elect Director Jean Blackwell	Mgmt	For	For	For
1c	Elect Director Pierre Cohade	Mgmt	For	For	For
1d	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1e	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
1f	Elect Director Ayesha Khanna	Mgmt	For	For	For
1g	Elect Director Seetarama (Swamy) Kotagiri	Mgmt	For	For	For
1h	Elect Director Simone Menne	Mgmt	For	For	For
1i	Elect Director George R. Oliver	Mgmt	For	For	For
1j	Elect Director Jurgen Tinggren	Mgmt	For	For	For
1k	Elect Director Mark Vergnano	Mgmt	For	For	For
1l	Elect Director John D. Young	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve the Directors' Authority to Allot Shares	Mgmt	For	For	For
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For	For

Starbucks Corporation

Meeting Date: 03/13/2024

Record Date: 01/05/2024

Primary Security ID: 855244109

Country: USA

Meeting Type: Annual

Ticker: SBUX

Shares Voted: 59,698

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ritch Allison	Mgmt	For	For	For
1b	Elect Director Andy Campion	Mgmt	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For
1d	Elect Director Melody Hobson	Mgmt	For	For	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1f	Elect Director Neal Mohan	Mgmt	For	For	For
1g	Elect Director Satya Nadella	Mgmt	For	For	For
1h	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1i	Elect Director Daniel Servitje	Mgmt	For	For	For
1j	Elect Director Mike Sievert	Mgmt	For	For	For
1k	Elect Director Wei Zhang	Mgmt	For	For	For
1l	Elect Dissident Nominee Director Maria Echaveste	SH			
1m	Elect Dissident Nominee Director Joshua Gotbaum	SH			
1n	Elect Dissident Nominee Director Wilma B. Liebman	SH			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Plant-Based Milk Pricing	SH	Against	Against	Against
5	Conduct Audit and Report on Systemic Discrimination	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

Meeting Date: 03/13/2024	Country: Switzerland	Ticker: TEL
Record Date: 02/22/2024	Meeting Type: Annual	
Primary Security ID: H84989104		

Shares Voted: 15,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	For	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1c	Elect Director Carol A. ("John") Davidson	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director William A. Jeffrey	Mgmt	For	For	For
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1g	Elect Director Heath A. Mitts	Mgmt	For	For	For
1h	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1k	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Elect Board Chairman Carol A. ("John") Davidson	Mgmt	For	For	For
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For	For
4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	Mgmt	For	For	For
11	Approve Remuneration of Board of Directors in the Amount of USD 3.8 million	Mgmt	For	For	For
12	Approve Allocation of Available Earnings at September 29, 2023	Mgmt	For	For	For
13	Approve Declaration of Dividend	Mgmt	For	For	For
14	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
15	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
16.1	Amend Articles Re: General Meeting and Shareholders Matters	Mgmt	For	For	For
16.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
16.3	Amend Articles Re: Board of Directors, Compensation and Mandates	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Omnibus Stock Plan	Mgmt	For	For	For

Agilent Technologies, Inc.

Meeting Date: 03/14/2024

Record Date: 01/23/2024

Primary Security ID: 00846U101

Country: USA

Meeting Type: Annual

Ticker: A

Shares Voted: 15,393

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mala Anand	Mgmt	For	For	For
1.2	Elect Director Koh Boon Hwee	Mgmt	For	For	For
1.3	Elect Director Michael R. McMullen	Mgmt	For	For	For
1.4	Elect Director Daniel K. Podolsky	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.

Arrowhead Pharmaceuticals, Inc.

Meeting Date: 03/14/2024

Record Date: 01/19/2024

Primary Security ID: 04280A100

Country: USA

Meeting Type: Annual

Ticker: ARWR

Shares Voted: 22,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Douglass Given	Mgmt	For	For	For
1B	Elect Director Michael S. Perry	Mgmt	For	For	For
1C	Elect Director Christopher Anzalone	Mgmt	For	For	For
1D	Elect Director Mauro Ferrari	Mgmt	For	For	For
1E	Elect Director Adeoye Olukotun	Mgmt	For	For	For
1F	Elect Director William Waddill	Mgmt	For	For	For
1G	Elect Director Victoria Vakiener	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

F5, Inc.

Meeting Date: 03/14/2024

Record Date: 01/08/2024

Primary Security ID: 315616102

Country: USA

Meeting Type: Annual

Ticker: FFIV

Shares Voted: 3,136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Michel Combes	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Michael L. Dreyer	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Tami Erwin	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Alan J. Higginson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Peter S. Klein	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Nikhil Mehta	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Michael F. Montoya	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Sripada Shivananda	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

AECOM

Meeting Date: 03/19/2024Country: USATicker: ACM

Record Date: 01/19/2024Meeting Type: Annual

Primary Security ID: 00766T100

Shares Voted: 28,413

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley W. Buss	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Lydia H. Kennard	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Derek J. Kerr	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Kristy Pipes	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.5	Elect Director Troy Rudd	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.6	Elect Director Douglas W. Stotlar	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.7	Elect Director Daniel R. Tishman	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.8	Elect Director Sander van't Noordende	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.9	Elect Director Janet C. Wolfenbarger	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

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

The Cooper Companies, Inc.

Meeting Date: 03/19/2024Country: USATicker: COO

Record Date: 01/24/2024Meeting Type: Annual

Primary Security ID: 216648501

Shares Voted: 2,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Colleen E. Jay	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.2	Elect Director William A. Kozy	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.3	Elect Director Lawrence E. Kurzius	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.4	Elect Director Cynthia L. Lucchese	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.5	Elect Director Teresa S. Madden	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.6	Elect Director Maria Rivas	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.7	Elect Director Robert S. Weiss	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.8	Elect Director Albert G. White, III	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Toro Company

Meeting Date: 03/19/2024Country: USATicker: TTC

Record Date: 01/22/2024Meeting Type: Annual

Primary Security ID: 891092108

Shares Voted: 21,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary L. Ellis	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
1.2	Elect Director Jill M. Pemberton	Mgmt	For	For	For
Voter Rationale: A vote FOR the director nominees is warranted.					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

TD SYNEX Corporation

Meeting Date: 03/20/2024Country: USATicker: SNX
Record Date: 01/22/2024Meeting Type: Annual
Primary Security ID: 87162W100

Shares Voted: 10,502

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ann Vezina	Mgmt	For	For	For
1.2	Elect Director Robert Kalsow-Ramos	Mgmt	For	For	For
1.3	Elect Director Richard Hume	Mgmt	For	For	For
1.4	Elect Director Kathleen Crusco	Mgmt	For	For	For
1.5	Elect Director Ting Herh	Mgmt	For	For	For
1.6	Elect Director Hau Lee	Mgmt	For	For	For
1.7	Elect Director Nayaki Nayyar	Mgmt	For	For	For
1.8	Elect Director Matthew Nord	Mgmt	For	For	For
1.9	Elect Director Dennis Polk	Mgmt	For	For	For
1.10	Elect Director Claude Pumilia	Mgmt	For	For	For
1.11	Elect Director Merline Saintil	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For
Voter Rationale: A vote FOR this proposal is warranted as the elimination of the supermajority voting requirements would enhance shareholder rights.					

Ciena Corporation

Meeting Date: 03/21/2024

Country: USA

Ticker: CIEN

Record Date: 01/22/2024

Meeting Type: Annual

Primary Security ID: 171779309

Shares Voted: 30,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hassan M. Ahmed	Mgmt	For	For	For
1b	Elect Director Bruce L. Claflin	Mgmt	For	For	For
1c	Elect Director Patrick T. Gallagher	Mgmt	For	For	For
1d	Elect Director T. Michael Nevens	Mgmt	For	For	For
1e	Elect Director Mary G. Puma	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Concentrix Corporation

Meeting Date: 03/21/2024

Country: USA

Ticker: CNXC

Record Date: 01/26/2024

Meeting Type: Annual

Primary Security ID: 20602D101

Shares Voted: 8,702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chris Caldwell	Mgmt	For	For	For
1b	Elect Director Teh-Chien Chou	Mgmt	For	For	For
1c	Elect Director LaVerne H. Council	Mgmt	For	For	For
1d	Elect Director Jennifer Deason	Mgmt	For	For	For
1e	Elect Director Olivier Duha	Mgmt	For	For	For
1f	Elect Director Nicolas Gheysens	Mgmt	For	For	For
1g	Elect Director Kathryn Hayley	Mgmt	For	For	For
1h	Elect Director Kathryn Marinello	Mgmt	For	For	For
1i	Elect Director Dennis Polk	Mgmt	For	For	For
1j	Elect Director Ann Vezina	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Keysight Technologies, Inc.

Meeting Date: 03/21/2024Country: USATicker: KEYS

Record Date: 01/22/2024Meeting Type: Annual

Primary Security ID: 49338L103

Shares Voted: 9,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1.2	Elect Director Ronald S. Nersesian	Mgmt	For	For	For
1.3	Elect Director Robert A. Rango	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Employee Stock Purchase Plan	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For

Voter Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to eliminate the supermajority requirements, in the event that Item 6 is not approved this year.

APA CORPORATION

Meeting Date: 03/27/2024Country: USATicker: APA

Record Date: 02/15/2024Meeting Type: Special

Primary Security ID: 03743Q108

Shares Voted: 15,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Acquisition	Mgmt	For	Refer	For
2	Adjourn Meeting	Mgmt	For	Refer	For

Voter Rationale: The strategic rationale appears sound, as APA will have a larger and more balanced presence in the Permianand the merger is expected to generate meaningful cost synergies and be accretive to earnings. While APAshares have underperformed against the broader market since announcement, this appears to be driven by alonger term decline in share price due to operational headwinds (including the impact of a drop in natural gasprices on free cash flows and macroeconomic conditions in Egypt), as well as the possible erosion of a takeoutpremium in APA's shares. In light of these factors, support FOR the proposed transaction is warranted.

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

Jefferies Financial Group Inc.

Meeting Date: 03/28/2024Country: USATicker: JEF

Record Date: 01/29/2024Meeting Type: Annual

Primary Security ID: 47233W109

Shares Voted: 37,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda L. Adamany	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST incumbent compensation committee members Robert Beyer, MaryAnne Gilmartin, Michael O'Kane and Melissa Weiler is warranted, due to the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.				
1b	Elect Director Robert D. Beyer	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST incumbent compensation committee members Robert Beyer, MaryAnne Gilmartin, Michael O'Kane and Melissa Weiler is warranted, due to the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.				
1c	Elect Director Matrice Ellis Kirk	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST incumbent compensation committee members Robert Beyer, MaryAnne Gilmartin, Michael O'Kane and Melissa Weiler is warranted, due to the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.				
1d	Elect Director Brian P. Friedman	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST incumbent compensation committee members Robert Beyer, MaryAnne Gilmartin, Michael O'Kane and Melissa Weiler is warranted, due to the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.				
1e	Elect Director MaryAnne Gilmartin	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST incumbent compensation committee members Robert Beyer, MaryAnne Gilmartin, Michael O'Kane and Melissa Weiler is warranted, due to the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.				
1f	Elect Director Richard B. Handler	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST incumbent compensation committee members Robert Beyer, MaryAnne Gilmartin, Michael O'Kane and Melissa Weiler is warranted, due to the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.				
1g	Elect Director Thomas W. Jones	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST incumbent compensation committee members Robert Beyer, MaryAnne Gilmartin, Michael O'Kane and Melissa Weiler is warranted, due to the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.				
1h	Elect Director Jacob M. Katz	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST incumbent compensation committee members Robert Beyer, MaryAnne Gilmartin, Michael O'Kane and Melissa Weiler is warranted, due to the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.				
1i	Elect Director Michael T. O'Kane	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST incumbent compensation committee members Robert Beyer, MaryAnne Gilmartin, Michael O'Kane and Melissa Weiler is warranted, due to the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.				
1j	Elect Director Joseph S. Steinberg	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST incumbent compensation committee members Robert Beyer, MaryAnne Gilmartin, Michael O'Kane and Melissa Weiler is warranted, due to the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.				

Jefferies Financial Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Melissa V. Weiler	Mgmt	For	Refer	Against
<i>Voter Rationale: A vote AGAINST incumbent compensation committee members Robert Beyer, MaryAnne Gilmartin, Michael O'Kane and Melissa Weiler is warranted, due to the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this proposal is warranted. The compensation committee demonstrated poor responsiveness to the most recent low say-on-pay vote result. Additionally, an unmitigated pay-for-performance misalignment is identified. Incentive awards are discretionarily determined, and the proxy lacks several key disclosures; these concerns are magnified given the pay opportunities for the CEO and president. Further, the committee increased the weighting of time-vesting equity for the performance year in review such that the majority of equity lacks performance criteria and the stated rationale for this decision raises concerns.</i>					
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
<i>Voter Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>					
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>					