VOTE SUMMARY REPORT

Date range covered : 01/01/2025 to 03/31/2025 | LOCATION(S): ALL LOCATIONS | INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Commercial Metals Company

Meeting Date: 01/15/2025 **Country:** USA **Ticker:** CMC
Record Date: 11/18/2024 **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 Lisa M. Barton	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Gary E. McCullough	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Charles L. Szews	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

D.R. Horton, Inc.

Meeting Date: 01/16/2025 **Country:** USA **Ticker:** DHI
Record Date: 11/29/2024 **Meeting Type:** Annual
Primary Security ID: 23331A109

Shares Voted: 13,982

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David V. Auld	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Paul J. Romanowski	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Brad S. Anderson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Michael R. Buchanan	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

D.R. Horton, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director M. Chad Crow	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Elaine D. Crowley	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Maribess L. Miller	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Barbara R. Smith	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

Micron Technology, Inc.

Meeting Date: 01/16/2025 **Country:** USA **Ticker:** MU

Record Date: 11/18/2024 **Meeting Type:** Annual

Primary Security ID: 595112103

Shares Voted: 52,875

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
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert Swan	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	Approve Omnibus Stock Plan	Mgmt	For	For	For

Micron Technology, Inc.

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

Ashland Inc.

Meeting Date: 01/21/2025 **Country:** USA **Ticker:** ASH

Record Date: 11/25/2024 **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 Ashish K. Kulkarni	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 Scott A. Tozier	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

New Jersey Resources Corporation

Meeting Date: 01/21/2025 **Country:** USA **Ticker:** NJR
Record Date: 11/27/2024 **Meeting 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 Gregory E. Aliff	Mgmt	For	For	For
1.2	Elect Director Thomas C. O'Connor	Mgmt	For	For	For
1.3	Elect Director Michael A. O'Sullivan	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

Acuity Brands, Inc.

Meeting Date: 01/22/2025 **Country:** USA **Ticker:** AYI
Record Date: 11/25/2024 **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	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
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Acuity Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Adopt Director Election Resignation Bylaw	SH	Against	Against	Against

Altair Engineering Inc.

Meeting Date: 01/22/2025 **Country:** USA **Ticker:** ALTR
Record Date: 12/17/2024 **Meeting Type:** Special
Primary Security ID: 021369103

Shares Voted: 11,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
	Voter Rationale: A vote FOR this proposal is warranted. While some concerns are noted regarding the use of a simple majority vote standard in light of the CEO and founder's controlling voting stake in the company, the board appears to have run a thorough sale process, the merger consideration represents a premium to historical trading levels, and the cash form of consideration provides liquidity and certainty of value.				
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For
	Voter Rationale: A vote FOR this proposal is warranted. Cash severance is double trigger and reasonably based, with no excise tax gross-ups payable. In addition, outstanding equity awards will be converted to cash but otherwise assumed on the same vesting terms by the surviving company, accelerating only upon a qualifying termination.				
3	Adjourn Meeting	Mgmt	For	Refer	For
	Voter Rationale: A vote FOR this item is warranted given the underlying transaction merits shareholder support.				

MSC Industrial Direct Co., Inc.

Meeting Date: 01/22/2025 **Country:** USA **Ticker:** MSM
Record Date: 12/04/2024 **Meeting Type:** Annual
Primary Security ID: 553530106

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
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Louise Goeser	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Mitchell Jacobson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Michael Kaufmann	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

MSC Industrial Direct Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Robert Aarnes	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Steven Paladino	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Philip Peller	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Rahquel Purcell	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Rudina Seseri	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

Air Products and Chemicals, Inc.

Meeting Date: 01/23/2025 **Country:** USA **Ticker:** APD

Record Date: 11/27/2024 **Meeting Type:** Proxy Contest

Primary Security ID: 009158106

Shares Voted: 10,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	Refer	Do Not Vote
1b	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	For	Refer	Do Not Vote
1c	Elect Management Nominee Director Lisa A. Davis	Mgmt	For	Refer	Do Not Vote
1d	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	For	Refer	Do Not Vote
1e	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	Refer	Do Not Vote
1f	Elect Management Nominee Director Edward L. Monser	Mgmt	For	Refer	Do Not Vote

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	Refer	Do Not Vote
1h	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	Refer	Do Not Vote
1i	Elect Management Nominee Director Alfred Stern	Mgmt	For	Refer	Do Not Vote
1j	Elect Dissident Nominee Director Andrew Evans	SH	Withhold	Refer	Do Not Vote
1k	Elect Dissident Nominee Director Paul Hilal	SH	Withhold	Refer	Do Not Vote
1l	Elect Dissident Nominee Director Tracy McKibben	SH	Withhold	Refer	Do Not Vote
1m	Elect Dissident Nominee Director Dennis Reilley	SH	Withhold	Refer	Do Not Vote
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Do Not Vote
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	Do Not Vote
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	Against	Refer	Do Not Vote
	Dissident Universal Proxy (Blue Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Dissident Nominee Director Andrew Evans	SH	For	Refer	For
	Voter Rationale: Shareholders are recommended to vote FOR dissident nominees Reilley, Evans, and Hilal and to WITHHOLD from company nominees Ghasemi, Monser, and Cogut. Given that three seats should provide the dissident nominees a sufficient presence on the board, while allowing for a more robust discussion of the optimal path forward, shareholders are also recommended to WITHHOLD votes from the fourth dissident nominee, McKibben, and to vote FOR targeted incumbent director Davis.				
1b	Elect Dissident Nominee Director Paul Hilal	SH	For	Refer	For
	Voter Rationale: Shareholders are recommended to vote FOR dissident nominees Reilley, Evans, and Hilal and to WITHHOLD from company nominees Ghasemi, Monser, and Cogut. Given that three seats should provide the dissident nominees a sufficient presence on the board, while allowing for a more robust discussion of the optimal path forward, shareholders are also recommended to WITHHOLD votes from the fourth dissident nominee, McKibben, and to vote FOR targeted incumbent director Davis.				
1c	Elect Dissident Nominee Director Tracy McKibben	SH	For	Refer	Withhold
	Voter Rationale: Shareholders are recommended to vote FOR dissident nominees Reilley, Evans, and Hilal and to WITHHOLD from company nominees Ghasemi, Monser, and Cogut. Given that three seats should provide the dissident nominees a sufficient presence on the board, while allowing for a more robust discussion of the optimal path forward, shareholders are also recommended to WITHHOLD votes from the fourth dissident nominee, McKibben, and to vote FOR targeted incumbent director Davis.				

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Dissident Nominee Director Dennis Reilley	SH	For	Refer	For

Voter Rationale: Shareholders are recommended to vote FOR dissident nominees Reilley, Evans, and Hilal and to WITHHOLD from company nominees Ghasemi, Monser, and Cogut. Given that three seats should provide the dissident nominees a sufficient presence on the board, while allowing for a more robust discussion of the optimal path forward, shareholders are also recommended to WITHHOLD votes from the fourth dissident nominee, McKibben, and to vote FOR targeted incumbent director Davis.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	Withhold	Refer	Withhold

Voter Rationale: Shareholders are recommended to vote FOR dissident nominees Reilley, Evans, and Hilal and to WITHHOLD from company nominees Ghasemi, Monser, and Cogut. Given that three seats should provide the dissident nominees a sufficient presence on the board, while allowing for a more robust discussion of the optimal path forward, shareholders are also recommended to WITHHOLD votes from the fourth dissident nominee, McKibben, and to vote FOR targeted incumbent director Davis.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Management Nominee Director Lisa A. Davis	Mgmt	Withhold	Refer	For

Voter Rationale: Shareholders are recommended to vote FOR dissident nominees Reilley, Evans, and Hilal and to WITHHOLD from company nominees Ghasemi, Monser, and Cogut. Given that three seats should provide the dissident nominees a sufficient presence on the board, while allowing for a more robust discussion of the optimal path forward, shareholders are also recommended to WITHHOLD votes from the fourth dissident nominee, McKibben, and to vote FOR targeted incumbent director Davis.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	Withhold	Refer	Withhold

Voter Rationale: Shareholders are recommended to vote FOR dissident nominees Reilley, Evans, and Hilal and to WITHHOLD from company nominees Ghasemi, Monser, and Cogut. Given that three seats should provide the dissident nominees a sufficient presence on the board, while allowing for a more robust discussion of the optimal path forward, shareholders are also recommended to WITHHOLD votes from the fourth dissident nominee, McKibben, and to vote FOR targeted incumbent director Davis.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Management Nominee Director Edward L. Monser	Mgmt	Withhold	Refer	Withhold

Voter Rationale: Shareholders are recommended to vote FOR dissident nominees Reilley, Evans, and Hilal and to WITHHOLD from company nominees Ghasemi, Monser, and Cogut. Given that three seats should provide the dissident nominees a sufficient presence on the board, while allowing for a more robust discussion of the optimal path forward, shareholders are also recommended to WITHHOLD votes from the fourth dissident nominee, McKibben, and to vote FOR targeted incumbent director Davis.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	Refer	For

Voter Rationale: Shareholders are recommended to vote FOR dissident nominees Reilley, Evans, and Hilal and to WITHHOLD from company nominees Ghasemi, Monser, and Cogut. Given that three seats should provide the dissident nominees a sufficient presence on the board, while allowing for a more robust discussion of the optimal path forward, shareholders are also recommended to WITHHOLD votes from the fourth dissident nominee, McKibben, and to vote FOR targeted incumbent director Davis.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	Refer	For

Voter Rationale: Shareholders are recommended to vote FOR dissident nominees Reilley, Evans, and Hilal and to WITHHOLD from company nominees Ghasemi, Monser, and Cogut. Given that three seats should provide the dissident nominees a sufficient presence on the board, while allowing for a more robust discussion of the optimal path forward, shareholders are also recommended to WITHHOLD votes from the fourth dissident nominee, McKibben, and to vote FOR targeted incumbent director Davis.

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	Refer	For
	Voter Rationale: Shareholders are recommended to vote FOR dissident nominees Reilley, Evans, and Hilal and to WITHHOLD from company nominees Ghasemi, Monser, and Cogut. Given that three seats should provide the dissident nominees a sufficient presence on the board, while allowing for a more robust discussion of the optimal path forward, shareholders are also recommended to WITHHOLD votes from the fourth dissident nominee, McKibben, and to vote FOR targeted incumbent director Davis.				
1l	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	Refer	For
	Voter Rationale: Shareholders are recommended to vote FOR dissident nominees Reilley, Evans, and Hilal and to WITHHOLD from company nominees Ghasemi, Monser, and Cogut. Given that three seats should provide the dissident nominees a sufficient presence on the board, while allowing for a more robust discussion of the optimal path forward, shareholders are also recommended to WITHHOLD votes from the fourth dissident nominee, McKibben, and to vote FOR targeted incumbent director Davis.				
1m	Elect Management Nominee Director Alfred Stern	Mgmt	For	Refer	For
	Voter Rationale: Shareholders are recommended to vote FOR dissident nominees Reilley, Evans, and Hilal and to WITHHOLD from company nominees Ghasemi, Monser, and Cogut. Given that three seats should provide the dissident nominees a sufficient presence on the board, while allowing for a more robust discussion of the optimal path forward, shareholders are also recommended to WITHHOLD votes from the fourth dissident nominee, McKibben, and to vote FOR targeted incumbent director Davis.				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
	Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Refer	For
	Voter Rationale: There is some concern raised regarding the continued practice of above-median benchmarking. However, annual incentives are primarily based on a rigorous pre-set financial metric, long-term incentives remain majority performance-conditioned, and the company will raise the relative TSR target for performance shares and include a vesting cap in the event TSR is negative beginning with FY25 equity grants. Additionally, pay and performance are reasonably aligned at this time. A vote FOR this proposal is warranted.				
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	For	Refer	For
	Voter Rationale: A vote FOR this proposal is warranted given support for the underlying dissident case for change, and the fact that there seems to be little downside risk to shareholders in approving this specific request.				

Costco Wholesale Corporation

Meeting Date: 01/23/2025 **Country:** USA **Ticker:** COST

Record Date: 11/15/2024 **Meeting Type:** Annual

Primary Security ID: 22160K105

Shares Voted: 21,165

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

Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For	For
1d	Elect Director Hamilton E. James	Mgmt	For	For	For
1e	Elect Director Sally Jewell	Mgmt	For	For	For
1f	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
1g	Elect Director John W. Stanton	Mgmt	For	For	For
1h	Elect Director Ron M. Vachris	Mgmt	For	For	For
1i	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	Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/23/2025 **Country:** USA **Ticker:** INTU

Record Date: 11/25/2024 **Meeting Type:** Annual

Primary Security ID: 461202103

Shares Voted: 13,278

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 Forrest Norrod	Mgmt	For	For	For
1i	Elect Director Vasant Prabhu	Mgmt	For	For	For
1j	Elect Director Ryan Roslansky	Mgmt	For	For	For

Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Thomas Szkutak	Mgmt	For	For	For
1l	Elect Director Raul Vazquez	Mgmt	For	For	For
1m	Elect Director Eric S. Yuan	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 Limit the Liability of Certain Officers	Mgmt	For	For	For

Jabil Inc.

Meeting Date: 01/23/2025 **Country:** USA **Ticker:** JBL

Record Date: 11/29/2024 **Meeting Type:** Annual

Primary Security ID: 466313103

Shares Voted: 5,400

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 remaining director nominees is warranted.				
1b	Elect Director Michael Dastoor	Mgmt	For	For	For
	Voter Rationale: A vote FOR the remaining director nominees is warranted.				
1c	Elect Director Christopher S. Holland	Mgmt	For	For	For
	Voter Rationale: A vote FOR the remaining director nominees is warranted.				
1d	Elect Director Mark T. Mondello	Mgmt	For	For	For
	Voter Rationale: A vote FOR the remaining director nominees is warranted.				
1e	Elect Director John C. Plant	Mgmt	For	For	For
	Voter Rationale: A vote FOR the remaining director nominees is warranted.				
1f	Elect Director Steven A. Raymund	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST governance committee chair Steven (Steve) Raymund, is warranted given the board's unclear responsiveness to last year's majority-supported shareholder proposal related to the special meeting right.				
1g	Elect Director James Siminoff	Mgmt	For	For	For
	Voter Rationale: A vote FOR the remaining director nominees is warranted.				
1h	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	For	For	For
	Voter Rationale: A vote FOR the remaining director nominees is warranted.				

Jabil Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Kathleen A. Walters	Mgmt	For	For	For
	Voter Rationale: 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	Against	Against
	Voter Rationale: A vote AGAINST this proposal is warranted. While pay and performance are reasonably aligned for the year under consideration, a former NEO will receive severance benefits for an employment separation that does not appear to be involuntary, which is considered a problematic pay practice.				
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
	Voter Rationale: A vote AGAINST this proposal is warranted. The company has a policy that limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to equity award treatment.				
5	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against	Against
	Voter Rationale: A vote AGAINST this proposal is warranted as there are no recurring issues or company-specific factors that suggest the proponent's more-stringent director resignation policy is necessary at this time.				

Aramark

Meeting Date: 01/24/2025 **Country:** USA **Ticker:** ARMK

Record Date: 11/26/2024 **Meeting Type:** Annual

Primary Security ID: 03852U106

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 Richard W. Dreiling	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Bridgette P. Heller	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

Aramark

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Kenneth M. Keverian	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Karen M. King	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Patricia E. Lopez	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Stephen I. Sadove	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Kevin G. Wills	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	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

The Scotts Miracle-Gro Company

Meeting Date: 01/27/2025 **Country:** USA **Ticker:** SMG

Record Date: 12/02/2024 **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 David C. Evans	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Adam Hanft	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Stephen L. Johnson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Katherine Hagedorn Littlefield	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

The Scotts Miracle-Gro Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	Voter Rationale: A vote AGAINST this proposal is warranted. Significant concerns are raised regarding outsized target and maximum award opportunities in the STIP as well as discretion by the committee to significantly increase the CEO's STIP payout. For the LTIP, structural concerns exist where additional payout modifiers create significantly increased vesting opportunities and add complexity, and the CEO's LTI target award value is relatively large. Further, the TSR metric targets merely median performance, and does not cap payouts if absolute TSR is negative.				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For

Becton, Dickinson and Company

Meeting Date: 01/28/2025 **Country:** USA **Ticker:** BDX

Record Date: 12/09/2024 **Meeting Type:** Annual

Primary Security ID: 075887109

Shares Voted: 13,766

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.				
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.				

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

BellRing Brands, Inc.

Meeting Date: 01/28/2025 **Country:** USA **Ticker:** BRBR
Record Date: 12/02/2024 **Meeting Type:** Annual
Primary Security ID: 07831C103

Shares Voted: 27,320

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 Robert V. Vitale	Mgmt	For	For	For
2.2	Elect Director Chonda J. Nwamu	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Adopt Director Election Resignation Guideline	SH	Against	Against	Against

Hormel Foods Corporation

Meeting Date: 01/28/2025 **Country:** USA **Ticker:** HRL
Record Date: 11/29/2024 **Meeting Type:** Annual
Primary Security ID: 440452100

Shares Voted: 13,846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary C. Bhojwani	Mgmt	For	For	For

Hormel Foods Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Stephen M. Lacy	Mgmt	For	For	For
1c	Elect Director Elsa A. Murano	Mgmt	For	For	For
1d	Elect Director William A. Newlands	Mgmt	For	For	For
1e	Elect Director Christopher J. Policinski	Mgmt	For	For	For
1f	Elect Director Debbra L. Schoneman	Mgmt	For	For	For
1g	Elect Director Sally J. Smith	Mgmt	For	For	For
1h	Elect Director James P. Snee	Mgmt	For	For	For
1i	Elect Director Steven A. White	Mgmt	For	For	For
1j	Elect Director Michael P. Zechmeister	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	Publish Measurable Timebound Targets for Increasing Group Sow Housing in Supply Chain	SH	Against	Against	Against

Valvoline Inc.

Meeting Date: 01/28/2025 **Country:** USA **Ticker:** VVV
Record Date: 12/02/2024 **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.				

Valvoline Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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. Sonsteby	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

Visa Inc.

Meeting Date: 01/28/2025 **Country:** USA **Ticker:** V

Record Date: 12/02/2024 **Meeting Type:** Annual

Primary Security ID: 92826C839

Shares Voted: 79,334

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
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

Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
5	Report on Company's Policy on Merchant Category Codes	SH	Against	Against	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against	Against

Jacobs Solutions, Inc.

Meeting Date: 01/29/2025 **Country:** USA **Ticker:** J

Record Date: 12/02/2024 **Meeting Type:** Annual

Primary Security ID: 46982L108

Shares Voted: 5,987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert V. Pragada	Mgmt	For	For	For
1b	Elect Director Louis V. Pinkham	Mgmt	For	For	For
1c	Elect Director Priya Abani	Mgmt	For	For	For
1d	Elect Director Michael M. Collins	Mgmt	For	For	For
1e	Elect Director Manny Fernandez	Mgmt	For	For	For
1f	Elect Director Mary M. Jackson	Mgmt	For	For	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1h	Elect Director Robert A. McNamara	Mgmt	For	For	For
1i	Elect Director Peter J. Robertson	Mgmt	For	For	For
1j	Elect Director Julie A. Sloat	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Eliminate Supermajority Vote Requirement for Changes to the Authorized Number of Shares of Preferred Stock	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	For

Jacobs Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Eliminate Supermajority Vote Requirement for Certain Significant Transactions	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement to Amend Charter	Mgmt	For	For	For
7	Amend Charter to Remove Voluntary Reorganization Provision	Mgmt	For	For	For
8	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Woodward, Inc.

Meeting Date: 01/29/2025 **Country:** USA **Ticker:** WWD
Record Date: 12/02/2024 **Meeting Type:** Annual
Primary Security ID: 980745103

Shares Voted: 12,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rajeev Bhalla	Mgmt	For	For	For
1.2	Elect Director Eileen P. Paterson	Mgmt	For	For	For
1.3	Elect Director Gregg C. Sengstack	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

Post Holdings, Inc.

Meeting Date: 01/30/2025 **Country:** USA **Ticker:** POST
Record Date: 11/25/2024 **Meeting 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
1.2	Elect Director Dorothy M. Burwell	Mgmt	For	For	For
1.3	Elect Director Gregory L. Curl	Mgmt	For	For	For
1.4	Elect Director Thomas C. Erb	Mgmt	For	For	For

Post Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director David W. Kemper	Mgmt	For	For	For
1.6	Elect Director Jennifer Kuperman	Mgmt	For	For	For
1.7	Elect Director David P. Skarie	Mgmt	For	For	For
1.8	Elect Director Robert V. Vitale	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	Against	Against
	Voter Rationale: A vote AGAINST this proposal is warranted. Although there are performance-based programs and reasonable outcomes in the annual and long-term incentives, concerns are raised surrounding the introduction of a supplemental executive retirement plan. The use of SERPs, as well as crediting for prior years of service, are inconsistent with market practice, as many companies have frozen or eliminated this type of benefit, given that it can substantially increase the cost of benefits to shareholders. The company has also not provided a compelling rationale to justify the need for supplemental retirement benefits.				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Eliminate Certain Supermajority Vote Requirement	Mgmt	For	For	For
7	Eliminate Supermajority Vote Requirement	SH	Against	For	For
	Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.				
8	Adopt Director Resignation Guideline	SH	Against	Against	Against

Spire Inc.

Meeting Date: 01/30/2025 **Country:** USA **Ticker:** SR

Record Date: 12/04/2024 **Meeting 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 Carrie J. Hightman	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Paul D. Koonce	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Brenda D. Newberry	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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/30/2025 **Country:** USA **Ticker:** WBA

Record Date: 12/02/2024 **Meeting Type:** Annual

Primary Security ID: 931427108

Shares Voted: 34,165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1c	Elect Director Ginger L. Graham	Mgmt	For	For	For
1d	Elect Director Bryan C. Hanson	Mgmt	For	For	For
1e	Elect Director Robert L. Huffines	Mgmt	For	For	For
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	For
1g	Elect Director John A. Lederer	Mgmt	For	For	For
1h	Elect Director Stefano Pessina	Mgmt	For	For	For
1i	Elect Director Thomas E. Polen	Mgmt	For	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
1k	Elect Director William H. Shrank	Mgmt	For	For	For
1l	Elect Director Timothy C. Wentworth	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 Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For
7	Report on Cigarette Waste	SH	Against	Against	Against

UGI Corporation

Meeting Date: 01/31/2025 **Country:** USA **Ticker:** UGI
Record Date: 12/02/2024 **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
1b	Elect Director David Bingenheimer	Mgmt	For	For	For
1c	Elect Director M. Shawn Bort	Mgmt	For	For	For
1d	Elect Director Theodore A. Dosch	Mgmt	For	For	For
1e	Elect Director Tina Faraca	Mgmt	For	For	For
1f	Elect Director Robert C. Flexon	Mgmt	For	For	For
1g	Elect Director Alan N. Harris	Mgmt	For	For	For
1h	Elect Director Kelly A. Romano	Mgmt	For	For	For
1i	Elect Director Melanie Ruiz	Mgmt	For	For	For
1j	Elect Director Santiago Seage	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	Adopt Director Resignation Guideline	SH	Against	Against	Against

Dolby Laboratories, Inc.

Meeting Date: 02/04/2025 **Country:** USA **Ticker:** DLB
Record Date: 12/06/2024 **Meeting Type:** Annual
Primary Security ID: 25659T107

Dolby Laboratories, Inc.

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: 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, 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	For	For
	Voter Rationale: A vote FOR the remaining director nominees is warranted.				
1.5	Elect Director Emily Rollins	Mgmt	For	For	For
	Voter Rationale: 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, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.				
1.7	Elect Director Anjali Sud	Mgmt	For	For	For
	Voter Rationale: 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, 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	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	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	Against	Against
	Voter Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability to public shareholders.				
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: 02/04/2025 **Country:** USA **Ticker:** EMR
Record Date: 11/26/2024 **Meeting Type:** Annual
Primary Security ID: 291011104

Shares Voted: 27,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joshua B. Bolten	Mgmt	For	For	For
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1c	Elect Director Surendralal (Lal) L. Karsanbhai	Mgmt	For	For	For
1d	Elect Director Lori M. Lee	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.				
4a	Reduce Supermajority Vote Requirement to Remove Directors	Mgmt	None	For	For
	Voter Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.				
4b	Reduce Supermajority Vote Requirement in Connection with the Fair Price Provisions for Certain Business Combinations	Mgmt	None	For	For
	Voter Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.				
4c	Reduce Supermajority Vote Requirement for Amendments to the Terms of any Series of Preferred Stock	Mgmt	None	For	For
	Voter Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.				
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Franklin Resources, Inc.

Meeting Date: 02/04/2025 **Country:** USA **Ticker:** BEN
Record Date: 12/09/2024 **Meeting Type:** Annual
Primary Security ID: 354613101

Franklin Resources, Inc.

Shares Voted: 14,673

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 FOR the director nominees is warranted.				
1b	Elect Director Alexander S. Friedman	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Gregory E. Johnson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director John Y. Kim	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Karen M. King	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Anthony J. Noto	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director John W. Thiel	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Seth H. Waugh	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Rockwell Automation, Inc.

Meeting Date: 02/04/2025 **Country:** USA **Ticker:** ROK

Record Date: 12/09/2024 **Meeting Type:** Annual

Primary Security ID: 773903109

Rockwell Automation, Inc.

Shares Voted: 5,376

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.1	Elect Director James P. Keane	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
A.2	Elect Director Blake D. Moret	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
A.3	Elect Director Thomas W. Rosamilia	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
A.4	Elect Director Patricia A. Watson	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: 02/05/2025 **Country:** USA **Ticker:** ATO

Record Date: 12/13/2024 **Meeting Type:** Annual

Primary Security ID: 049560105

Shares Voted: 7,400

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.				

Atmos Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Edward J. Geiser	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 Telisa Toliver	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Berry Global Group, Inc.

Meeting Date: 02/05/2025 **Country:** USA **Ticker:** BERY

Record Date: 01/06/2025 **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
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Jonathan F. Foster	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director James T. Glerum, Jr.	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Meredith R. Harper	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Idalene F. Kesner	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

Berry Global Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Kevin J. Kwilinski	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Jill A. Rahman	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Chaney M. Sheffield, Jr.	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Robert A. Steele	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Stephen E. Sterrett	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Election of Directors: Elect Director Peter T. Thomas	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Accenture plc

Meeting Date: 02/06/2025 **Country:** Ireland **Ticker:** ACN
Record Date: 12/09/2024 **Meeting Type:** Annual
Primary Security ID: G1151C101

Shares Voted: 29,850

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
1e	Elect Director Jennifer Nason	Mgmt	For	For	For
1f	Elect Director Paula A. Price	Mgmt	For	For	For
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1h	Elect Director Arun Sarin	Mgmt	For	For	For

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Julie Sweet	Mgmt	For	For	For
1j	Elect Director Tracey T. Travis	Mgmt	For	For	For
1k	Elect Director Masahiko Uotani	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
4	Approve Capital Reduction of the Share Premium Account	Mgmt	For	For	For
5	Authorize Board to Issue Shares under Irish Law	Mgmt	For	For	For
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Tyson Foods, Inc.

Meeting Date: 02/06/2025 **Country:** USA **Ticker:** TSN

Record Date: 12/09/2024 **Meeting Type:** Annual

Primary Security ID: 902494103

Shares Voted: 13,665

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST John Tyson and Barbara Tyson is warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company.				
1b	Elect Director Les R. Baledge	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST governance committee members Les Baledge, Mickey (Mike) Beebe, David Bronczek, and Katherine (Kate) Quinn is warranted for 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 warranted for serving as a non-independent member of a key board committee.				
1c	Elect Director Mike Beebe	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST governance committee members Les Baledge, Mickey (Mike) Beebe, David Bronczek, and Katherine (Kate) Quinn is warranted for the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure.				
1d	Elect Director Maria Claudia Borras	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST compensation committee members Maria Claudia Borras, David Bronczek, Cheryl Miller, and Jeffrey Schomburger is warranted in the absence of a say-on-pay proposal on the ballot due to an unmitigated pay-for-performance misalignment.				

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director David J. Bronczek	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST governance committee members Les Baledge, Mickey (Mike) Beebe, David Bronczek, and Katherine (Kate) Quinn is warranted for the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. A vote AGAINST compensation committee members Maria Claudia Borras, David Bronczek, Cheryl Miller, and Jeffrey Schomburger is warranted in the absence of a say-on-pay proposal on the ballot due to an unmitigated pay-for-performance misalignment.				
1f	Elect Director Donnie King	Mgmt	For	For	For
	Voter Rationale: A vote FOR the remaining director nominees is warranted.				
1g	Elect Director Maria N. Martinez	Mgmt	For	For	For
	Voter Rationale: A vote FOR the remaining director nominees is warranted.				
1h	Elect Director Kevin M. McNamara	Mgmt	For	For	For
	Voter Rationale: A vote FOR the remaining director nominees is warranted.				
1i	Elect Director Cheryl S. Miller	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST compensation committee members Maria Claudia Borras, David Bronczek, Cheryl Miller, and Jeffrey Schomburger is warranted in the absence of a say-on-pay proposal on the ballot due to an unmitigated pay-for-performance misalignment.				
1j	Elect Director Kate B. Quinn	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST governance committee members Les Baledge, Mickey (Mike) Beebe, David Bronczek, and Katherine (Kate) Quinn is warranted for the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure.				
1k	Elect Director Jeffrey K. Schomburger	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST compensation committee members Maria Claudia Borras, David Bronczek, Cheryl Miller, and Jeffrey Schomburger is warranted in the absence of a say-on-pay proposal on the ballot due to an unmitigated pay-for-performance misalignment.				
1l	Elect Director Barbara A. Tyson	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST John Tyson and Barbara Tyson is warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company.				
1m	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
	Voter Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.				
4	Disclosure of Voting Results Based on Class of Shares	SH	Against	For	For
	Voter Rationale: A vote FOR this proposal is warranted. Differentiating the voting results on a per-class basis could help facilitate improved board accountability at the company.				

PTC Inc.

Meeting Date: 02/12/2025 **Country:** USA **Ticker:** PTC
Record Date: 12/13/2024 **Meeting Type:** Annual
Primary Security ID: 69370C100

Shares Voted: 5,700

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 Robert Bernshteyn	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Janice Chaffin	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.5	Elect Director Amar Hanspal	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.6	Elect Director Michal Katz	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.7	Elect Director Paul Lacy	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.8	Elect Director Corinna Lathan	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

Capital One Financial Corporation

Meeting Date: 02/18/2025 **Country:** USA **Ticker:** COF
Record Date: 12/27/2024 **Meeting Type:** Special
Primary Security ID: 14040H105

Shares Voted: 18,217

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: A vote FOR this transaction is warranted in light of the strategic rationale, expected cost savings, and other anticipated financial benefits.				

Capital One Financial Corporation

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

Voter Rationale: A vote FOR this item is warranted, given that the underlying transaction merits shareholder support.

Discover Financial Services

Meeting Date: 02/18/2025 **Country:** USA **Ticker:** DFS
Record Date: 12/27/2024 **Meeting Type:** Special
Primary Security ID: 254709108

Shares Voted: 12,011

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

Voter Rationale: A vote FOR this transaction is warranted in the light of the premium, the strategic rationale, and the downside risk of non-approval.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For

Voter Rationale: A vote FOR this proposal is warranted. Although the CEO's RSUs vest single trigger, NEOs' cash severance is double trigger and reasonably based and no excise tax gross-ups are payable. In addition, other NEOs' equity awards are effectively double trigger.

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

Voter Rationale: A vote FOR this proposal is warranted, given that the underlying transaction merits support.

Raymond James Financial, Inc.

Meeting Date: 02/20/2025 **Country:** USA **Ticker:** RJF
Record Date: 12/18/2024 **Meeting Type:** Annual
Primary Security ID: 754730109

Shares Voted: 8,875

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.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jeffrey N. Edwards	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
1c	Elect Director Benjamin C. Esty	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
1d	Elect Director Art A. Garcia	Mgmt	For	For	For

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

Raymond James Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Anne Gates	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Gordon L. Johnson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Raymond W. McDaniel, Jr.	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Roderick C. McGeary	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Cecily M. Mistarz	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.				
1l	Elect Director Paul M. Shoukry	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 KPMG LLP as Auditors	Mgmt	For	For	For

Amcor Plc

Meeting Date: 02/25/2025 **Country:** Jersey **Ticker:** AMCR

Record Date: 01/17/2025 **Meeting Type:** Extraordinary Shareholders

Primary Security ID: G0250X107

Shares Voted: 68,950

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: Given the expected cost savings, the expected accretion to EPS, and the increase in scale of the combinedcompany, support FOR the transaction is warranted.				
2	Adjourn Meeting	Mgmt	For	Refer	For
	Voter Rationale: Support FOR this proposal is warranted, as the underlying transaction merits support.				

Apple Inc.

Meeting Date: 02/25/2025 **Country:** USA **Ticker:** AAPL
Record Date: 01/02/2025 **Meeting Type:** Annual
Primary Security ID: 037833100

Shares Voted: 719,664

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 Ethical AI Data Acquisition and Usage	SH	Against	Against	Against
5	Report on Child Safety Online	SH	Against	Against	Against
6	Consider Abolishing DEI Policies, Programs, Departments, and Goals	SH	Against	Against	Against
7	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against

Berry Global Group, Inc.

Meeting Date: 02/25/2025 **Country:** USA **Ticker:** BERY
Record Date: 01/17/2025 **Meeting Type:** Special
Primary Security ID: 08579W103

Shares Voted: 23,800

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

Voter Rationale: Given the premium to historical trading prices and multiples, the expected cost savings, and the share form of consideration, which gives BERY shareholders the opportunity to participate in the potential upside of a larger entity, support FOR the transaction is warranted.

Berry Global Group, Inc.

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. Although the CEO's cash severance is double-trigger and the majority of outstanding equity held by current NEOs is double-trigger, one NEO's employment agreement provides for a problematic modified single-trigger severance arrangement, permitting him to voluntarily resign for any reason and receive severance payments.

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

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

Charter Communications, Inc.

Meeting Date: 02/26/2025 **Country:** USA **Ticker:** CHTR
Record Date: 01/13/2025 **Meeting Type:** Special
Primary Security ID: 16119P108

Shares Voted: 4,600

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

Voter Rationale: There is compelling logic underpinning the merger, as this is effectively a large-scale share buyback at adiscount to net asset value. Moreover, the combined company will have a simplified capital structure, anduncertainty about the relationship and next steps between the parties will be removed, all of which couldcontribute to improved valuation and trading liquidity. As such, a vote FOR the transaction is warranted.

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

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

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

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

Deere & Company

Meeting Date: 02/26/2025 **Country:** USA **Ticker:** DE
Record Date: 12/30/2024 **Meeting Type:** Annual
Primary Security ID: 244199105

Shares Voted: 12,202

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 R. Preston Feight	Mgmt	For	For	For
1d	Elect Director Alan C. Heuberger	Mgmt	For	For	For
1e	Elect Director L. Neil Hunn	Mgmt	For	For	For

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Michael O. Johanns	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 Statistical Differences in Hiring Across Race and Gender	SH	Against	Against	Against
5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	SH	Against	Against	Against
6	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
7	Report on a Civil Rights Audit	SH	Against	For	For
	Voter Rationale: A vote FOR this proposal is warranted as such disclosure would allow shareholders to better assess the effectiveness of the company's anti-discrimination policies and practices.				
8	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against

Hologic Inc.

Meeting Date: 02/26/2025 **Country:** USA **Ticker:** HOLX

Record Date: 01/06/2025 **Meeting Type:** Annual

Primary Security ID: 436440101

Shares Voted: 11,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
1b	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1c	Elect Director Ludwig N. Hantson	Mgmt	For	For	For
1d	Elect Director Martin Madaus	Mgmt	For	For	For
1e	Elect Director Nanaz Mohtashami	Mgmt	For	For	For

Hologic Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Christiana Stamoulis	Mgmt	For	For	For
1g	Elect Director Stacey D. Stewart	Mgmt	For	For	For
1h	Elect Director Amy M. Wendell	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	Adopt Simple Majority Vote	SH	None	For	For
	Voter Rationale: A vote FOR this proposal is warranted given that the elimination of the supermajority requirements would improve shareholder rights.				

Tetra Tech, Inc.

Meeting Date: 02/27/2025 **Country:** USA **Ticker:** TTEK
Record Date: 01/02/2025 **Meeting Type:** Annual
Primary Security ID: 88162G103

Shares Voted: 54,500

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

Tetra Tech, Inc.

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

AECOM

Meeting Date: 02/28/2025 **Country:** USA **Ticker:** ACM
Record Date: 01/06/2025 **Meeting 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
1.2	Elect Director Derek J. Kerr	Mgmt	For	For	For
1.3	Elect Director Kristy Pipes	Mgmt	For	For	For
1.4	Elect Director Troy Rudd	Mgmt	For	For	For
1.5	Elect Director Douglas W. Stotlar	Mgmt	For	For	For
1.6	Elect Director Daniel R. Tishman	Mgmt	For	For	For
1.7	Elect Director Sander van't Noordende	Mgmt	For	For	For
1.8	Elect Director Janet C. Wolfenbarger	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Update the Exculpation Provision Under the Delaware General Corporation Law	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Nordson Corporation

Meeting Date: 03/04/2025 **Country:** USA **Ticker:** NDSN
Record Date: 01/03/2025 **Meeting Type:** Annual
Primary Security ID: 655663102

Nordson Corporation

Shares Voted: 2,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Annette K. Clayton	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director John A. DeFord	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Jennifer A. Parmentier	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Victor L. Richey, Jr.	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

Warner Music Group Corp.

Meeting Date: 03/04/2025 **Country:** USA **Ticker:** WMG
Record Date: 01/06/2025 **Meeting Type:** Annual
Primary Security ID: 934550203

Shares Voted: 28,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert Kyncl	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Lincoln Benet, Valentin (Val) Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Governance Committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner is warranted for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST Len Blavatnik is warranted as his ownership of the supervoting shares provides him with voting power control of the company. A vote FOR the remaining director nominees is warranted.				
1b	Elect Director Lincoln Benet	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST Lincoln Benet, Valentin (Val) Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Governance Committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner is warranted for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST Len Blavatnik is warranted as his ownership of the supervoting shares provides him with voting power control of the company. A vote FOR the remaining director nominees is warranted.				

Warner Music Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Len Blavatnik	Mgmt	For	Refer	Against

Voter Rationale: A vote AGAINST Lincoln Benet, Valentin (Val) Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Governance Committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner is warranted for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST Len Blavatnik is warranted as his ownership of the supervoting shares provides him with voting power control of the company. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Valentin (Val) Blavatnik	Mgmt	For	Refer	Against

Voter Rationale: A vote AGAINST Lincoln Benet, Valentin (Val) Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Governance Committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner is warranted for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST Len Blavatnik is warranted as his ownership of the supervoting shares provides him with voting power control of the company. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Mathias Dopfner	Mgmt	For	For	For

Voter Rationale: A vote AGAINST Lincoln Benet, Valentin (Val) Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Governance Committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner is warranted for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST Len Blavatnik is warranted as his ownership of the supervoting shares provides him with voting power control of the company. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Nancy Dubuc	Mgmt	For	For	For

Voter Rationale: A vote AGAINST Lincoln Benet, Valentin (Val) Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Governance Committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner is warranted for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST Len Blavatnik is warranted as his ownership of the supervoting shares provides him with voting power control of the company. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Noreena Hertz	Mgmt	For	Refer	Against

Voter Rationale: A vote AGAINST Lincoln Benet, Valentin (Val) Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Governance Committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner is warranted for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST Len Blavatnik is warranted as his ownership of the supervoting shares provides him with voting power control of the company. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Ynon Kreiz	Mgmt	For	Refer	Against

Voter Rationale: A vote AGAINST Lincoln Benet, Valentin (Val) Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Governance Committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner is warranted for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST Len Blavatnik is warranted as his ownership of the supervoting shares provides him with voting power control of the company. A vote FOR the remaining director nominees is warranted.

Warner Music Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Ceci Kurzman	Mgmt	For	Refer	Against

Voter Rationale: A vote AGAINST Lincoln Benet, Valentin (Val) Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Governance Committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner is warranted for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST Len Blavatnik is warranted as his ownership of the supervoting shares provides him with voting power control of the company. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Michael Lynton	Mgmt	For	For	For

Voter Rationale: A vote AGAINST Lincoln Benet, Valentin (Val) Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Governance Committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner is warranted for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST Len Blavatnik is warranted as his ownership of the supervoting shares provides him with voting power control of the company. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Donald A. Wagner	Mgmt	For	Refer	Against

Voter Rationale: A vote AGAINST Lincoln Benet, Valentin (Val) Blavatnik, and Donald Wagner is warranted for serving as non-independent members of certain key board committees. A vote AGAINST Governance Committee chair Lincoln Benet is warranted given the board's failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Lincoln Benet, Noreena Hertz, Ynon Kreiz, Cecelia (Ceci) Kurzman, and Donald Wagner is warranted for maintaining a dual-class structure that is not subject to a reasonable time-based sunset provision. A vote AGAINST Len Blavatnik is warranted as his ownership of the supervoting shares provides him with voting power control of the company. A vote FOR the remaining director nominees is warranted.

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

Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.

Fair Isaac Corporation

Meeting Date: 03/05/2025 **Country:** USA **Ticker:** FICO

Record Date: 01/06/2025 **Meeting Type:** Annual

Primary Security ID: 303250104

Shares Voted: 1,200

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 the director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Fabiola R. Arredondo	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
1c	Elect Director William J. Lansing	Mgmt	For	For	For

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

Fair Isaac Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Eva Manolis	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Marc F. McMorris	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Joanna Rees	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director David A. Rey	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director H. Tayloe Stansbury	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

Applied Materials, Inc.

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** AMAT

Record Date: 01/08/2025 **Meeting Type:** Annual

Primary Security ID: 038222105

Shares Voted: 39,486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Judy Bruner	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

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
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Kevin P. March	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Scott A. McGregor	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 KPMG LLP as Auditors	Mgmt	For	For	For

Cencora, Inc.

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** COR
Record Date: 01/10/2025 **Meeting Type:** Annual
Primary Security ID: 03073E105

Shares Voted: 8,291

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Werner Baumann	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Frank K. Clyburn	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Steven H. Collis	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director D. Mark Durcan	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Lon R. Greenberg	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Lorence H. Kim	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

Cencora, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Robert P. Mauch	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Lauren M. Tyler	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: 03/06/2025 **Country:** USA **Ticker:** MTSI

Record Date: 01/13/2025 **Meeting Type:** Annual

Primary Security ID: 55405Y100

Shares Voted: 12,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Chung	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Geoffrey Ribar	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director John Ritchie	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Jihye Whang Rosenband	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.5	Elect Director Murugesan "Raj" Shanmugaraj	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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

TransDigm Group Incorporated

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** TDG
Record Date: 01/10/2025 **Meeting 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
1.2	Elect Director Jane M. Cronin	Mgmt	For	For	For
1.3	Elect Director Michael Graff	Mgmt	For	For	For
1.4	Elect Director Sean P. Hennessy	Mgmt	For	For	For
1.5	Elect Director W. Nicholas Howley	Mgmt	For	For	For
1.6	Elect Director Gary E. McCullough	Mgmt	For	For	For
1.7	Elect Director Michele L. Santana	Mgmt	For	For	For
1.8	Elect Director Robert J. Small	Mgmt	For	For	For
1.9	Elect Director Kevin M. Stein	Mgmt	For	For	For
1.10	Elect Director Jorge L. Valladares, III	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

Maximus, Inc.

Meeting Date: 03/11/2025 **Country:** USA **Ticker:** MMS
Record Date: 01/13/2025 **Meeting 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 FOR the director nominees is warranted.				
1b	Elect Director Bruce L. Caswell	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director John J. Haley	Mgmt	For	For	For
	Voter Rationale: A vote FOR the 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 FOR the director nominees is warranted.				
1e	Elect Director Richard A. Montoni	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Gayathri Rajan	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Raymond B. Ruddy	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Michael J. Warren	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

Toll Brothers, Inc.

Meeting Date: 03/11/2025 **Country:** USA **Ticker:** TOL

Record Date: 01/17/2025 **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
1.2	Elect Director Stephen F. East	Mgmt	For	For	For
1.3	Elect Director Christine N. Garvey	Mgmt	For	For	For
1.4	Elect Director Karen H. Grimes	Mgmt	For	For	For
1.5	Elect Director Derek T. Kan	Mgmt	For	For	For
1.6	Elect Director John A. McLean	Mgmt	For	For	For
1.7	Elect Director Wendell E. Pritchett	Mgmt	For	For	For
1.8	Elect Director Judith A. Reinsdorf	Mgmt	For	For	For
1.9	Elect Director Katherine M. Sandstrom	Mgmt	For	For	For
1.10	Elect Director Paul E. Shapiro	Mgmt	For	For	For
1.11	Elect Director Scott D. Stowell	Mgmt	For	For	For

Toll Brothers, Inc.

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

Analog Devices, Inc.

Meeting Date: 03/12/2025 **Country:** USA **Ticker:** ADI
Record Date: 01/03/2025 **Meeting Type:** Annual
Primary Security ID: 032654105

Shares Voted: 23,686

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 Edward H. Frank	Mgmt	For	For	For
1e	Elect Director Laurie H. Glimcher	Mgmt	For	For	For
1f	Elect Director Karen M. Golz	Mgmt	For	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For	For
1h	Elect Director Mercedes Johnson	Mgmt	For	For	For
1i	Elect Director Ray Stata	Mgmt	For	For	For
1j	Elect Director Andrea F. Wainer	Mgmt	For	For	For
1k	Elect Director Susie Wee	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	Reduce Certain Supermajority Vote Requirement	Mgmt	For	For	For

Arrowhead Pharmaceuticals, Inc.

Meeting Date: 03/12/2025 **Country:** USA **Ticker:** ARWR
Record Date: 01/17/2025 **Meeting Type:** Annual
Primary Security ID: 04280A100

Shares Voted: 22,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hongbo Lu	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Michael S. Perry	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Christopher Anzalone	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Mauro Ferrari	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Adeoye Olukotun	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director William Waddill	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Victoria Vakiener	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Douglas Ingram	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	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Johnson Controls International plc

Meeting Date: 03/12/2025 **Country:** Ireland **Ticker:** JCI
Record Date: 01/07/2025 **Meeting Type:** Annual
Primary Security ID: G51502105

Shares Voted: 31,813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy M. Archer	Mgmt	For	For	For
1b	Elect Director Jean Blackwell	Mgmt	For	For	For

Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Pierre Cohade	Mgmt	For	For	For
1d	Elect Director Patrick K. Decker	Mgmt	For	For	For
1e	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1f	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
1g	Elect Director Ayesha Khanna	Mgmt	For	For	For
1h	Elect Director Seetarama (Swamy) Kotagiri	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
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: 03/12/2025 **Country:** USA **Ticker:** SBUX

Record Date: 01/10/2025 **Meeting Type:** Annual

Primary Security ID: 855244109

Shares Voted: 53,998

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Andrew Campion	Mgmt	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For
1d	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Neal Mohan	Mgmt	For	For	For
1f	Elect Director Brian Niccol	Mgmt	For	For	For
1g	Elect Director Daniel Javier Servitje Montull	Mgmt	For	For	For
1h	Elect Director Michael Sievert	Mgmt	For	For	For
1i	Elect Director Wei Zhang	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 Discrimination in Charitable Contributions	SH	Against	Against	Against
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Human Rights Risks Related to Labor Organizing	SH	Against	Against	Against
7	Report on Cage Free Egg Commitment in China and Japan	SH	Against	Against	Against
8	Publish an Annual Carbon Emissions Congruency Report	SH	Against	Against	Against

TE Connectivity Plc

Meeting Date: 03/12/2025 **Country:** Ireland **Ticker:** TEL

Record Date: 01/13/2025 **Meeting Type:** Annual

Primary Security ID: G87052109

Shares Voted: 14,450

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 Sam Eldessouky	Mgmt	For	For	For
1f	Elect Director William A. Jeffrey	Mgmt	For	For	For
1g	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1h	Elect Director Heath A. Mitts	Mgmt	For	For	For

TE Connectivity Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
1j	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1k	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1l	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Agilent Technologies, Inc.

Meeting Date: 03/13/2025 **Country:** USA **Ticker:** A
Record Date: 01/23/2025 **Meeting Type:** Annual
Primary Security ID: 00846U101

Shares Voted: 13,893

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Otis W. Brawley	Mgmt	For	For	For
1.2	Elect Director Mikael Dolsten	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	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Declassify the Board of Directors	SH	None	For	For

Voter Rationale: New Mexico favours unclassified board of directors.

Cabot Corporation

Meeting Date: 03/13/2025 **Country:** USA **Ticker:** CBT
Record Date: 01/15/2025 **Meeting Type:** Annual
Primary Security ID: 127055101

Cabot Corporation

Shares Voted: 11,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael M. Morrow	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Thierry Vanlancker	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Michelle Williams	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Frank A. 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	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

F5, Inc.

Meeting Date: 03/13/2025 **Country:** USA **Ticker:** FFIV

Record Date: 01/07/2025 **Meeting Type:** Annual

Primary Security ID: 315616102

Shares Voted: 2,736

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 Julie M. Gonzalez	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

F5, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Alan J. Higginson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Peter S. Klein	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Maya McReynolds	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Nikhil Mehta	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1l	Elect Director Michael F. Montoya	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

National Fuel Gas Company

Meeting Date: 03/13/2025 **Country:** USA **Ticker:** NFG
Record Date: 01/13/2025 **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.				

National Fuel Gas Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Joseph N. Jaggers	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.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Omnicom Group Inc.

Meeting Date: 03/18/2025 **Country:** USA **Ticker:** OMC

Record Date: 01/27/2025 **Meeting Type:** Special

Primary Security ID: 681919106

Shares Voted: 9,334

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: While shareholders may be concerned about share price performance since announcement, the pressure on OMC's shares appears to be driven by near-term uncertainty as the company awaits requisite approvals for the merger, potential impacts on the business between announcement and close, and execution risk. Despite these near-term concerns, the strategic rationale for the acquisition appears compelling as the companies have complementary assets that will help enable the company to provide more effective and productive solutions to its clients. On balance, support FOR the proposed transaction is warranted.				
2	Adjourn Meeting	Mgmt	For	Refer	For
	Voter Rationale: A vote FOR this item is warranted as the underlying transaction warrants support.				

QUALCOMM Incorporated

Meeting Date: 03/18/2025 **Country:** USA **Ticker:** QCOM
Record Date: 01/17/2025 **Meeting Type:** Annual
Primary Security ID: 747525103

Shares Voted: 53,157

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 Ann M. Livermore	Mgmt	For	For	For
1f	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1g	Elect Director Jamie S. Miller	Mgmt	For	For	For
1h	Elect Director Marie Myers	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
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	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against

The Interpublic Group of Companies, Inc.

Meeting Date: 03/18/2025 **Country:** USA **Ticker:** IPG
Record Date: 01/27/2025 **Meeting Type:** Special
Primary Security ID: 460690100

Shares Voted: 17,916

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

The Interpublic Group of Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Voter Rationale: Shareholders may be concerned about the elimination of the premium since announcement due to the sell-offin OMC shares. However, the wider environment, the performance of the Bloomberg World Advertising Index,and the performance of peers other than Publicis, suggest that sell-off is partially driven by the overall industryenvironment, which would have likely affected IPG shares on a standalone basis. The strategic rationale for thetransaction appears compelling as the companies have complementary assets that will help enable thecombined company to provide more effective and productive solutions to its clients. On balance, support FORthe proposed transaction is warranted.				
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST this proposal is warranted. Although cash severance and equity acceleration are double trigger for the non-CEO NEOs, and no excise tax gross-ups are payable, the CEO's employment arrangement with the acquirer will result in a large payout equivalent to all change-in-control severance entitlements due to him despite the fact that he will remain employed following the merger. As an inducement payment, the large magnitude and lack of any vesting or performance conditions raises significant concern.				
3	Adjourn Meeting	Mgmt	For	Refer	For
	Voter Rationale: A vote FOR this item is warranted as the underlying transaction warrants support.				

The Toro Company

Meeting Date: 03/18/2025 **Country:** USA **Ticker:** TTC
Record Date: 01/21/2025 **Meeting 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 Jeffrey L. Harmening	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Joyce A. Mullen	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Richard M. Olson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director James C. O'Rourke	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

Keysight Technologies, Inc.

Meeting Date: 03/20/2025 **Country:** USA **Ticker:** KEYS
Record Date: 01/22/2025 **Meeting Type:** Annual
Primary Security ID: 49338L103

Keysight Technologies, Inc.

Shares Voted: 8,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James G. Cullen	Mgmt	For	For	For
1.2	Elect Director Michelle J. Holthaus	Mgmt	For	For	For
1.3	Elect Director Jean M. Nye	Mgmt	For	For	For
1.4	Elect Director Joanne B. Olsen	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	SH	Against	For	For

Voter Rationale: New Mexico favours unclassified board of directors.

The Walt Disney Company

Meeting Date: 03/20/2025 **Country:** USA **Ticker:** DIS
Record Date: 01/21/2025 **Meeting Type:** Annual
Primary Security ID: 254687106

Shares Voted: 86,455

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Amy L. Chang	Mgmt	For	For	For
1c	Elect Director D. Jeremy Darroch	Mgmt	For	For	For
1d	Elect Director Carolyn N. Everson	Mgmt	For	For	For
1e	Elect Director Michael B.G. Froman	Mgmt	For	For	For
1f	Elect Director James P. Gorman	Mgmt	For	For	For
1g	Elect Director Robert A. Iger	Mgmt	For	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1i	Elect Director Calvin R. McDonald	Mgmt	For	For	For
1j	Elect Director Derica W. Rice	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Against	Against
6	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against	Against

Concentrix Corporation

Meeting Date: 03/25/2025 **Country:** USA **Ticker:** CNXC
Record Date: 01/28/2025 **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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For

Concentrix Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

Voter Rationale: A vote FOR the proposal is warranted. Though some shareholders may be concerned regarding a 13D filer who could unilaterally call a special meeting, that investor does not have a history of activism, and the passage of the shareholder proposal would signal support for the adoption of an ownership threshold lower than the 25 percent proposed by the board.

Ciena Corporation

Meeting Date: 03/27/2025 **Country:** USA **Ticker:** CIEN
Record Date: 01/27/2025 **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 Lawton W. Fitt	Mgmt	For	For	For

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Devinder Kumar	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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Jefferies Financial Group Inc.

Meeting Date: 03/27/2025 **Country:** USA **Ticker:** JEF
Record Date: 01/27/2025 **Meeting Type:** Annual
Primary Security ID: 47233W109

Shares Voted: 33,119

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 FOR the director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Robert D. Beyer	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
1c	Elect Director Matrice Ellis Kirk	Mgmt	For	For	For

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

Jefferies Financial Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Brian P. Friedman	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director MaryAnne Gilmartin	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Richard B. Handler	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Thomas W. Jones	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Jacob M. Katz	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Toru Nakashima	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Michael T. O'Kane	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Joseph S. Steinberg	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1l	Elect Director Melissa V. Weiler	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