VOTE SUMMARY REPORT

Date range covered : 10/01/2024 to 12/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

RPM International Inc.

Meeting Date: 10/03/2024 **Country:** USA **Ticker:** RPM
Record Date: 08/09/2024 **Meeting Type:** Annual
Primary Security ID: 749685103

Shares Voted: 26,400

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 Bruce A. Carbonari	Mgmt	For	For	For
2.2	Elect Director Jenniffer D. Deckard	Mgmt	For	For	For
2.3	Elect Director Salvatore D. Fazzolari	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

The Procter & Gamble Company

Meeting Date: 10/08/2024 **Country:** USA **Ticker:** PG
Record Date: 08/09/2024 **Meeting Type:** Annual
Primary Security ID: 742718109

Shares Voted: 118,768

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For	For
1b	Elect Director Brett Biggs	Mgmt	For	For	For
1c	Elect Director Sheila Bonini	Mgmt	For	For	For
1d	Elect Director Amy L. Chang	Mgmt	For	For	For
1e	Elect Director Joseph Jimenez	Mgmt	For	For	For
1f	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1g	Elect Director Debra L. Lee	Mgmt	For	For	For

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Terry J. Lundgren	Mgmt	For	For	For
1i	Elect Director Christine M. McCarthy	Mgmt	For	For	For
1j	Elect Director Ashley McEvoy	Mgmt	For	For	For
1k	Elect Director Jon R. Moeller	Mgmt	For	For	For
1l	Elect Director Robert J. Portman	Mgmt	For	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1n	Elect Director Patricia A. Woertz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Median Gender/Racial Pay Gap	SH	Against	For	For

Voter Rationale: A vote FOR this proposal is warranted, as median pay gap statistics across race and gender would allow shareholders to compare and measure the progress of the company's diversity and inclusion initiatives.

Paychex, Inc.

Meeting Date: 10/10/2024 **Country:** USA **Ticker:** PAYX

Record Date: 08/12/2024 **Meeting Type:** Annual

Primary Security ID: 704326107

Shares Voted: 16,148

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin Mucci	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Thomas F. Bonadio	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Joseph G. Doody	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director John B. Gibson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director B. Thomas Golisano	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

Paychex, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Pamela A. Joseph	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Theresa M. Payton	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Kevin A. Price	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Joseph M. Tucci	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Joseph M. Velli	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Kara Wilson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

International Paper Company

Meeting Date: 10/11/2024 **Country:** USA **Ticker:** IP

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

Primary Security ID: 460146103

Shares Voted: 17,002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Acquisition	Mgmt	For	Refer	For
	Voter Rationale: The rationale for the proposed transaction appears compelling in light of the geographic expansion, increased scale, and expected synergies. Moreover, share price outperformance since the unaffected date and the announcement date relative to the index despite a failed approach by Suzano during this period suggests a favorable view of the proposed transaction with SMDS by the market. As such, support FOR the share issuance proposal is warranted.				
2	Adjourn Meeting	Mgmt	For	Refer	For
	Voter Rationale: A vote FOR this item is warranted as the underlying transaction warrants support.				

CACI International Inc

Meeting Date: 10/17/2024 **Country:** USA **Ticker:** CACI

Record Date: 08/23/2024 **Meeting Type:** Annual

Primary Security ID: 127190304

CACI International Inc

Shares Voted: 4,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael A. Daniels	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ryan McCarthy is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1b	Elect Director Lisa S. Disbrow	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ryan McCarthy is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1c	Elect Director Susan M. Gordon	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ryan McCarthy is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1d	Elect Director William L. Jews	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ryan McCarthy is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1e	Elect Director Ryan D. McCarthy	Mgmt	For	For	Against
	Voter Rationale: A vote AGAINST Ryan McCarthy is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1f	Elect Director John S. Mengucci	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ryan McCarthy is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1g	Elect Director Scott C. Morrison	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ryan McCarthy is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1h	Elect Director Philip O. Nolan	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ryan McCarthy is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1i	Elect Director Debora A. Plunkett	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ryan McCarthy is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1j	Elect Director Stanton D. Sloane	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ryan McCarthy is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1k	Elect Director Charles L. Szews	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ryan McCarthy is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.				

Medtronic Plc

Meeting Date: 10/17/2024 **Country:** Ireland **Ticker:** MDT
Record Date: 08/23/2024 **Meeting Type:** Annual
Primary Security ID: G5960L103

Shares Voted: 64,887

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
1b	Elect Director Scott C. Donnelly	Mgmt	For	For	For
1c	Elect Director Lidia L. Fonseca	Mgmt	For	For	For
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For	For
1f	Elect Director Gregory P. Lewis	Mgmt	For	For	For
1g	Elect Director Kevin E. Lofton	Mgmt	For	For	For
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For	For
1i	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For
1j	Elect Director Kendall J. Powell	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorize Board to fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For

Seagate Technology Holdings plc

Meeting Date: 10/19/2024 **Country:** Ireland **Ticker:** STX
Record Date: 08/23/2024 **Meeting Type:** Annual
Primary Security ID: G7997R103

Seagate Technology Holdings plc

Shares Voted: 9,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark W. Adams	Mgmt	For	For	For
1b	Elect Director Shankar Arumugavelu	Mgmt	For	For	For
1c	Elect Director Prat S. Bhatt	Mgmt	For	For	For
1d	Elect Director Judy Bruner	Mgmt	For	For	For
1e	Elect Director Michael R. Cannon	Mgmt	For	For	For
1f	Elect Director Richard L. Clemmer	Mgmt	For	For	For
1g	Elect Director Yolanda L. Conyers	Mgmt	For	For	For
1h	Elect Director Jay L. Geldmacher	Mgmt	For	For	For
1i	Elect Director Dylan G. Haggart	Mgmt	For	For	For
1j	Elect Director William D. Mosley	Mgmt	For	For	For
1k	Elect Director Stephanie Tilenius	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Applied Industrial Technologies, Inc.

Meeting Date: 10/22/2024 **Country:** USA **Ticker:** AIT
Record Date: 09/27/2024 **Meeting Type:** Annual
Primary Security ID: 03820C105

Shares Voted: 8,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Madhuri A. Andrews	Mgmt	For	For	For
1.2	Elect Director Shelly M. Chadwick	Mgmt	For	For	For
1.3	Elect Director Vincent K. Petrella	Mgmt	For	For	For

Applied Industrial Technologies, Inc.

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

Parker-Hannifin Corporation

Meeting Date: 10/23/2024 **Country:** USA **Ticker:** PH
Record Date: 09/06/2024 **Meeting Type:** Annual
Primary Security ID: 701094104

Shares Voted: 6,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Denise Russell Fleming	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Lance M. Fritz	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Linda A. Harty	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Kevin A. Lobo	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Jennifer A. Parmentier	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director E. Jean Savage	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Joseph Scaminace	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Laura K. Thompson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director James R. Verrier	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director James L. Wainscott	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

Parker-Hannifin Corporation

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

Bio-Techne Corporation

Meeting Date: 10/24/2024 **Country:** USA **Ticker:** TECH
Record Date: 08/29/2024 **Meeting Type:** Annual
Primary Security ID: 09073M104

Shares Voted: 7,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Nine	Mgmt	For	For	For
2a	Elect Director Robert V. Baumgartner	Mgmt	For	For	For
2b	Elect Director Julie L. Bushman	Mgmt	For	For	For
2c	Elect Director Judith Klimovsky	Mgmt	For	For	For
2d	Elect Director John L. Higgins	Mgmt	For	For	For
2e	Elect Director Kim Kelderman	Mgmt	For	For	For
2f	Elect Director Alpna Seth	Mgmt	For	For	For
2g	Elect Director Rupert Vessey	Mgmt	For	For	For
2h	Elect Director Joseph D. Keegan	Mgmt	For	For	For
2i	Elect Director Roeland Nusse	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify KPMG, LLP as Auditors	Mgmt	For	For	For

Neogen Corporation

Meeting Date: 10/24/2024 **Country:** USA **Ticker:** NEOG
Record Date: 08/27/2024 **Meeting Type:** Annual
Primary Security ID: 640491106

Shares Voted: 44,169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. "Jim" Borel	Mgmt	For	For	For

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

Neogen Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Jeffrey D. Capello	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Ronald D. Green	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	Against	Against
	Voter Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment exists for the year under consideration, and sufficient mitigating factors have not been identified. Though the STI program transitioned from a discretionary program to one based on pre-set financial metrics, disclosure surrounding targets and actual performance is lacking. In addition, LTI awards continue to lack performance conditions and the value of the CEO's equity awards increased significantly year-over-year without sufficient rationale.				
3	Ratify BDO USA P.C. as Auditors	Mgmt	For	For	For

Concentrix Corporation

Meeting Date: 10/28/2024 **Country:** USA **Ticker:** CNXC
Record Date: 08/30/2024 **Meeting Type:** Special
Primary Security ID: 20602D101

Shares Voted: 8,702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
	Voter Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.				
2	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against
	Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: • The plan cost is excessive; • The plan permits liberal recycling of shares; and • The plan allows broad discretion to accelerate vesting.				
3	Adjourn Meeting	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST this proposal is warranted as an underlying item (Item 2) does not merit support.				

Cintas Corporation

Meeting Date: 10/29/2024 **Country:** USA **Ticker:** CTAS
Record Date: 09/12/2024 **Meeting Type:** Annual
Primary Security ID: 172908105

Cintas Corporation

Shares Voted: 4,184

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melanie W. Barstad	Mgmt	For	For	For
1b	Elect Director Beverly K. Carmichael	Mgmt	For	For	For
1c	Elect Director Karen L. Carnahan	Mgmt	For	For	For
1d	Elect Director Robert E. Coletti	Mgmt	For	For	For
1e	Elect Director Scott D. Farmer	Mgmt	For	For	For
1f	Elect Director Martin Mucci	Mgmt	For	For	For
1g	Elect Director Joseph Scaminace	Mgmt	For	For	For
1h	Elect Director Todd M. Schneider	Mgmt	For	For	For
1i	Elect Director Ronald W. Tysoe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
	Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The estimated duration of available and proposed shares exceeds six years; and - The plan allows broad discretion to accelerate vesting.				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Against	For	For
	Voter Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity and inclusion efforts and management of related risks.				
6	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For
	Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from clearer details about the company's plan to achieve its net zero goal.				
7	Report on Political Contributions	SH	Against	For	For
	Voter Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's direct and indirect political contributions through all tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.				

Synaptics Incorporated

Meeting Date: 10/29/2024 **Country:** USA **Ticker:** SYNA

Record Date: 08/30/2024 **Meeting Type:** Annual

Primary Security ID: 87157D109

Synaptics Incorporated

Shares Voted: 8,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey D. Buchanan	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Keith B. Geeslin	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director James L. Whims	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	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
	*Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The three-year average burn rate is excessive; and * The plan allows broad discretion to accelerate vesting.*				
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Kellanova

Meeting Date: 11/01/2024 **Country:** USA **Ticker:** K

Record Date: 09/24/2024 **Meeting Type:** Special

Primary Security ID: 487836108

Shares Voted: 12,840

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 the unaffected price and historical trading prices, the downside risk in the event of non-approval, and the cash form of consideration, which provides liquidity and certainty of value to K shareholders, support FOR the transaction is warranted.				
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST the proposal is warranted. Though cash severance is double trigger and of a reasonable basis, the CEO and another NEO are expected to receive excise tax gross-ups. Further, outstanding equity will auto-accelerate at the time of merger, while any portion of performance equity that vests below maximum will be supplemented by a double-trigger cash bonus to make up the difference, effectively allowing for all outstanding performance equity to vest at maximum.				
3	Adjourn Meeting	Mgmt	For	Refer	For
	Voter Rationale: A vote FOR this item is warranted as support for the underlying transaction is warranted.				

Lam Research Corporation

Meeting Date: 11/05/2024 **Country:** USA **Ticker:** LRCX
Record Date: 09/06/2024 **Meeting Type:** Annual
Primary Security ID: 512807306

Shares Voted: 6,393

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sohail U. Ahmed	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Timothy M. Archer	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Eric K. Brandt	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Ita M. Brennan	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Michael R. Cannon	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director John M. Dineen	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Mark Fields	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Ho Kyu Kang	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Bethany J. Mayer	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Jyoti K. Mehra	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Abhijit Y. Talwalkar	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

Amcor Plc

Meeting Date: 11/06/2024 **Country:** Jersey **Ticker:** AMCR
Record Date: 09/11/2024 **Meeting Type:** Annual
Primary Security ID: G0250X107

Amcor Plc

Shares Voted: 70,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Graeme Liebelt	Mgmt	For	For	For
1b	Elect Director Peter Konieczny	Mgmt	For	For	For
1c	Elect Director Achal Agarwal	Mgmt	For	For	For
1d	Elect Director Andrea Bertone	Mgmt	For	For	For
1e	Elect Director Susan Carter	Mgmt	For	For	For
1f	Elect Director Graham Chipchase	Mgmt	For	For	For
1g	Elect Director Lucrece Foufopoulos-De Ridder	Mgmt	For	For	For
1h	Elect Director Nicholas T. Long (Tom)	Mgmt	For	For	For
1i	Elect Director Arun Nayar	Mgmt	For	For	For
1j	Elect Director David Szczupak	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Automatic Data Processing, Inc.

Meeting Date: 11/06/2024
Country: USA
Ticker: ADP
Record Date: 09/09/2024
Meeting Type: Annual
Primary Security ID: 053015103

Shares Voted: 20,043

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	For	For	For
1b	Elect Director Maria Black	Mgmt	For	For	For
1c	Elect Director David V. Goeckeler	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director John P. Jones	Mgmt	For	For	For
1f	Elect Director Francine S. Katsoudas	Mgmt	For	For	For
1g	Elect Director Nazzic S. Keene	Mgmt	For	For	For
1h	Elect Director Thomas J. Lynch	Mgmt	For	For	For

Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Scott F. Powers	Mgmt	For	For	For
1j	Elect Director William J. Ready	Mgmt	For	For	For
1k	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1l	Elect Director Sandra S. Wijnberg	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

Cardinal Health, Inc.

Meeting Date: 11/06/2024 **Country:** USA **Ticker:** CAH

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

Primary Security ID: 14149Y108

Shares Voted: 11,904

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert W. Azelby	Mgmt	For	For	For
1b	Elect Director Michelle M. Brennan	Mgmt	For	For	For
1c	Elect Director Sheri H. Edison	Mgmt	For	For	For
1d	Elect Director David C. Evans	Mgmt	For	For	For
1e	Elect Director Patricia A. Hemingway Hall	Mgmt	For	For	For
1f	Elect Director Jason M. Hollar	Mgmt	For	For	For
1g	Elect Director Akhil Johri	Mgmt	For	For	For
1h	Elect Director Gregory B. Kenny	Mgmt	For	For	For
1i	Elect Director Nancy Killefer	Mgmt	For	For	For
1j	Elect Director Christine A. Mundkur	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 Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

H&R Block, Inc.

Meeting Date: 11/06/2024 **Country:** USA **Ticker:** HRB
Record Date: 09/13/2024 **Meeting Type:** Annual
Primary Security ID: 093671105

Shares Voted: 31,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sean H. Cohan	Mgmt	For	For	For
1b	Elect Director Robert A. Gerard	Mgmt	For	For	For
1c	Elect Director Anuradha (Anu) Gupta	Mgmt	For	For	For
1d	Elect Director Richard A. Johnson	Mgmt	For	For	For
1e	Elect Director Jeffrey J. Jones, II	Mgmt	For	For	For
1f	Elect Director Mia F. Mends	Mgmt	For	For	For
1g	Elect Director Victoria J. Reich	Mgmt	For	For	For
1h	Elect Director Matthew E. Winter	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

KLA Corporation

Meeting Date: 11/06/2024 **Country:** USA **Ticker:** KLAC
Record Date: 09/12/2024 **Meeting Type:** Annual
Primary Security ID: 482480100

Shares Voted: 6,580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Calderoni	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Jeneanne Hanley	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Emiko Higashi	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Kevin Kennedy	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

KLA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Michael McMullen	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.6	Elect Director Gary Moore	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.7	Elect Director Victor Peng	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.8	Elect Director Robert Rango	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.9	Elect Director Richard P. Wallace	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Lancaster Colony Corporation

Meeting Date: 11/06/2024 **Country:** USA **Ticker:** LANC
Record Date: 09/09/2024 **Meeting Type:** Annual
Primary Security ID: 513847103

Shares Voted: 4,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Zena Srivatsa Arnold	Mgmt	For	For	For
1.2	Elect Director Michael H. Keown	Mgmt	For	For	For
1.3	Elect Director George F. Knight, III	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

Coty Inc.

Meeting Date: 11/07/2024 **Country:** USA **Ticker:** COTY
Record Date: 09/13/2024 **Meeting Type:** Annual
Primary Security ID: 222070203

Coty Inc.

Shares Voted: 74,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Beatrice Ballini	Mgmt	For	For	For
	Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Olivier Goudet, Lubomira Rochet, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Lubomira Rochet for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1b	Elect Director Joachim Creus	Mgmt	For	Refer	Withhold
	Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Olivier Goudet, Lubomira Rochet, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent.				
1c	Elect Director Olivier Goudet	Mgmt	For	Refer	Withhold
	Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Olivier Goudet, Lubomira Rochet, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent.				
1d	Elect Director Peter Harf	Mgmt	For	Refer	Withhold
	Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Olivier Goudet, Lubomira Rochet, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent.				
1e	Elect Director Johannes Huth	Mgmt	For	For	For
	Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Olivier Goudet, Lubomira Rochet, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Lubomira Rochet for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1f	Elect Director Maria Asuncion Aramburuzabala Larregui	Mgmt	For	For	For
	Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Olivier Goudet, Lubomira Rochet, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Lubomira Rochet for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1g	Elect Director Anna Adeola Makanju	Mgmt	For	For	For
	Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Olivier Goudet, Lubomira Rochet, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Lubomira Rochet for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1h	Elect Director Sue Y. Nabi	Mgmt	For	Refer	Withhold
	Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Olivier Goudet, Lubomira Rochet, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent.				
1i	Elect Director Isabelle Parize	Mgmt	For	For	For
	Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Olivier Goudet, Lubomira Rochet, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Lubomira Rochet for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1j	Elect Director Lubomira Rochet	Mgmt	For	Refer	Withhold
	Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Olivier Goudet, Lubomira Rochet, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Lubomira Rochet for serving as a non-independent member of certain key board committees.				

Coty Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Robert Singer	Mgmt	For	For	For

Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Olivier Goudet, Lubomira Rochet, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent. WITHHOLD votes are warranted for Lubomira Rochet for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Gordon von Bretten	Mgmt	For	Refer	Withhold

Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Olivier Goudet, Lubomira Rochet, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent.

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

Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.

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

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

Texas Pacific Land Corporation

Meeting Date: 11/08/2024 **Country:** USA **Ticker:** TPL

Record Date: 09/13/2024 **Meeting Type:** Annual

Primary Security ID: 88262P102

Shares Voted: 3,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara J. Duganier	Mgmt	For	For	For
1b	Elect Director Tyler Glover	Mgmt	For	For	For
1c	Elect Director Karl F. Kurz	Mgmt	For	For	For
1d	Elect Director Robert Roosa	Mgmt	For	For	For
1e	Elect Director Murray Stahl	Mgmt	For	For	For
1f	Elect Director Marguerite Woung-Chapman	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	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For
5	Amend Clawback Policy	SH	Against	For	For

Voter Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.

Texas Pacific Land Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Provide Right to Act by Written Consent	SH	Against	For	For
	Voter Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.				
7	Require a Majority Vote for the Election of Directors	SH	Against	Against	Against

The Estee Lauder Companies Inc.

Meeting Date: 11/08/2024 **Country:** USA **Ticker:** EL

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

Primary Security ID: 518439104

Shares Voted: 11,424

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul J. Fribourg	Mgmt	For	For	For
	*Voter Rationale: * WITHHOLD votes are warranted for Barry Sternlicht for serving on more than three public boards while serving as a CEO of an outside company. * WITHHOLD votes are warranted for governance committee members Jennifer Hyman and Barry Sternlicht for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote FOR the remaining director nominees is warranted.*				
1b	Elect Director Jennifer Hyman	Mgmt	For	Refer	Withhold
	*Voter Rationale: * WITHHOLD votes are warranted for Barry Sternlicht for serving on more than three public boards while serving as a CEO of an outside company. * WITHHOLD votes are warranted for governance committee members Jennifer Hyman and Barry Sternlicht for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote FOR the remaining director nominees is warranted.*				
1c	Elect Director Arturo Nunez	Mgmt	For	For	For
	*Voter Rationale: * WITHHOLD votes are warranted for Barry Sternlicht for serving on more than three public boards while serving as a CEO of an outside company. * WITHHOLD votes are warranted for governance committee members Jennifer Hyman and Barry Sternlicht for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote FOR the remaining director nominees is warranted.*				
1d	Elect Director Barry S. Sternlicht	Mgmt	For	Refer	Withhold
	*Voter Rationale: * WITHHOLD votes are warranted for Barry Sternlicht for serving on more than three public boards while serving as a CEO of an outside company. * WITHHOLD votes are warranted for governance committee members Jennifer Hyman and Barry Sternlicht for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote FOR the remaining director nominees is warranted.*				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	Voter Rationale: A vote AGAINST this proposal is warranted. While total CEO pay declined for the year in review, certain structural concerns were identified in the pay program. Specifically, there are ongoing concerns surrounding high base salaries and relatively large payout opportunities. Additionally, the majority of annual equity awards granted to NEOs continue to lack performance-vesting criteria. Finally, concerns are noted surrounding the limited disclosure of quantified performance targets for a portion of the CEO's annual incentive that was at risk. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated.				

The Estee Lauder Companies Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

*Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The plan cost is excessive * The estimated duration of available and proposed shares exceeds six years * The plan allows broad discretion to accelerate vesting*

Jack Henry & Associates, Inc.

Meeting Date: 11/12/2024 **Country:** USA **Ticker:** JKHY
Record Date: 09/16/2024 **Meeting Type:** Annual
Primary Security ID: 426281101

Shares Voted: 3,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David B. Foss	Mgmt	For	For	For
1.2	Elect Director Matthew C. Flanigan	Mgmt	For	For	For
1.3	Elect Director Thomas H. Wilson, Jr.	Mgmt	For	For	For
1.4	Elect Director Thomas A. Wimsett	Mgmt	For	For	For
1.5	Elect Director Shruti S. Miyashiro	Mgmt	For	For	For
1.6	Elect Director Wesley A. Brown	Mgmt	For	For	For
1.7	Elect Director Curtis A. Campbell	Mgmt	For	For	For
1.8	Elect Director Tammy S. LoCascio	Mgmt	For	For	For
1.9	Elect Director Lisa M. Nelson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation and Bylaws	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Frontier Communications Parent, Inc.

Meeting Date: 11/13/2024 **Country:** USA **Ticker:** FYBR
Record Date: 10/07/2024 **Meeting Type:** Special
Primary Security ID: 35909D109

Frontier Communications Parent, Inc.

Shares Voted: 45,600

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

Voter Rationale: Shareholders are recommended to ABSTAIN on the proposed transaction at this time. This could allow more time for shareholders to consider new data points in an evolving industry and for the company to bring one or more of its key investors under the tent to test their assumptions with the benefit of complete information.

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 outstanding equity awards are single-trigger, cash severance is double-trigger and reasonably based, and no excise tax gross-ups are payable.

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

Voter Rationale: Shareholders are currently recommended to abstain on the merger agreement (Item 1), while voting FOR the adjournment proposal (Item 3), allowing shareholders more time to consider new data points in an evolving industry; it could also provide time for the company to bring one or more of its key investors under the tent to test their assumptions with the benefit of complete information

Broadridge Financial Solutions, Inc.

Meeting Date: 11/14/2024 **Country:** USA **Ticker:** BR
Record Date: 09/18/2024 **Meeting Type:** Annual
Primary Security ID: 11133T103

Shares Voted: 5,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela L. Carter	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 Richard J. Daly	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 Robert N. Duelks	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 Melvin L. Flowers	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
1e	Elect Director Timothy C. Gokey	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
1f	Elect Director Brett A. Keller	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
1g	Elect Director Maura A. Markus	Mgmt	For	For	For

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Eileen K. Murray	Mgmt	For	For	For

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

Broadridge Financial Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Annette L. Nazareth	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Amit K. Zavery	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

Coherent Corp.

Meeting Date: 11/14/2024 **Country:** USA **Ticker:** COHR

Record Date: 09/11/2024 **Meeting Type:** Annual

Primary Security ID: 19247G107

Shares Voted: 28,349

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James R. Anderson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Michael L. Dreyer	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Stephen Pagliuca	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Elizabeth A. Patrick	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Howard H. Xia	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	Against	Against
	Voter Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment for the year under review is mitigated given that the new CEO's large equity grants are primarily make-whole awards and are substantially performance-based. In addition, annual incentives are tied to pre-set objective measures and the CEO's annual equity award is majority performance-based. However, the company entered into a separate succession agreement with its former CEO which significantly enhanced his cash severance payments, without a compelling rationale, which is a problematic pay practice.				
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Oracle Corporation

Meeting Date: 11/14/2024 | **Country:** USA | **Ticker:** ORCL
Record Date: 09/16/2024 | **Meeting Type:** Annual
Primary Security ID: 68389X105

Shares Voted: 77,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	For	For
	Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.				
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Refer	Withhold
	Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight.				
1.3	Elect Director Michael J. Boskin	Mgmt	For	For	For
	Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.				
1.4	Elect Director Safra A. Catz	Mgmt	For	For	For
	Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.				
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Refer	Withhold
	Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight.				
1.6	Elect Director George H. Conrades	Mgmt	For	For	For
	Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.				
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	For	For
	Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.				
1.8	Elect Director Rona A. Fairhead	Mgmt	For	For	For
	Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.				
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	For	For
	Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.				
1.10	Elect Director Charles W. Moorman	Mgmt	For	For	For
	Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.				

Oracle Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Leon E. Panetta	Mgmt	For	Refer	Withhold

Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director William G. Parrett	Mgmt	For	Refer	Withhold

Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Naomi O. Seligman	Mgmt	For	For	For

Voter Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voter Rationale: A vote AGAINST the proposal is warranted. While CEO pay and company performance were reasonably aligned for the year in review, there are concerns noted within the pay program. Most notably, annual equity grants to certain NEOs do not utilize performance-conditioned equity, which is inconsistent with prevailing market practices as well as contrary to recent shareholder feedback. Additionally, though disclosure surrounding security fees to Chairman Ellison improved in FY24, continued monitoring is warranted, as the value of this perquisite remains outsized.

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

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against

Voter Rationale: A vote AGAINST this resolution is warranted. The company's retirement plan is managed by an internal independent fiduciary, in conjunction with an external investment advisor, and employees are offered an option for investing more responsibly.

R1 RCM Inc.

Meeting Date: 11/14/2024 **Country:** USA **Ticker:** RCM
Record Date: 10/11/2024 **Meeting Type:** Special
Primary Security ID: 77634L105

Shares Voted: 39,000

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

Voter Rationale: Given the thorough sales process, the premium to the unaffected price, the potential downside risk of non-approval, and the cash form of consideration, which provides liquidity and certainty of value to RCM shareholders, support FOR the proposed transaction is warranted.

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 unvested equity will accelerate on a single-trigger basis, cash severance is double trigger and reasonably based. Further, no excise tax gross-ups are payable.

Tapestry, Inc.

Meeting Date: 11/14/2024 **Country:** USA **Ticker:** TPR
Record Date: 09/18/2024 **Meeting Type:** Annual
Primary Security ID: 876030107

Shares Voted: 11,248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey (J.P.)	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Darrell Cavens	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Joanne Crevoiserat	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director David Elkins	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Johanna (Hanneke) Faber	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Anne Gates	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Thomas Greco	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Kevin Hourican	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Alan Lau	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Pamela Lifford	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Annabelle Yu Long	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

Sysco Corporation

Meeting Date: 11/15/2024 **Country:** USA **Ticker:** SYY
Record Date: 09/16/2024 **Meeting Type:** Annual
Primary Security ID: 871829107

Sysco Corporation

Shares Voted: 24,394

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For
1b	Elect Director Francesca DeBiase	Mgmt	For	For	For
1c	Elect Director Ali Dibadj	Mgmt	For	For	For
1d	Elect Director Larry C. Glasscock	Mgmt	For	For	For
1e	Elect Director Jill M. Golder	Mgmt	For	For	For
1f	Elect Director Bradley M. Halverson	Mgmt	For	For	For
1g	Elect Director John M. Hinshaw	Mgmt	For	For	For
1h	Elect Director Kevin P. Hourican	Mgmt	For	For	For
1i	Elect Director Roberto Marques	Mgmt	For	For	For
1j	Elect Director Alison Kenney Paul	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	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt Measurable Time Bound Goals to Ensure Group Sow Housing for Private Brand Pork Products	SH	Against	For	For

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

Campbell Soup Company

Meeting Date: 11/19/2024 **Country:** USA **Ticker:** CPB
Record Date: 09/25/2024 **Meeting Type:** Annual
Primary Security ID: 134429109

Shares Voted: 9,612

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For

Campbell Soup Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Howard M. Averill	Mgmt	For	For	For
1.3	Elect Director Mark A. Clouse	Mgmt	For	For	For
1.4	Elect Director Bennett Dorrance, Jr.	Mgmt	For	For	For
1.5	Elect Director Maria Teresa (Tessa) Hilado	Mgmt	For	For	For
1.6	Elect Director Grant H. Hill	Mgmt	For	For	For
1.7	Elect Director Sarah Hofstetter	Mgmt	For	For	For
1.8	Elect Director Marc B. Lautenbach	Mgmt	For	For	For
1.9	Elect Director Mary Alice Dorrance Malone	Mgmt	For	For	For
1.10	Elect Director Keith R. McLoughlin	Mgmt	For	For	For
1.11	Elect Director Kurt T. Schmidt	Mgmt	For	For	For
1.12	Elect Director Archbold D. van Beuren	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Change Company Name to The Campbell's Company	Mgmt	For	For	For
5	Publish Results of Independent Audit Assessing Effectiveness of Company's Diversity, Equity and Inclusion Efforts	SH	Against	Against	Against

Fox Corporation

Meeting Date: 11/19/2024 **Country:** USA **Ticker:** FOXA
Record Date: 09/23/2024 **Meeting Type:** Annual
Primary Security ID: 35137L105

Shares Voted: 6,483

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

Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.

Fox Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Tony Abbott	Mgmt	For	For	For

Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director William A. Burck	Mgmt	For	For	For

Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Chase Carey	Mgmt	For	For	For

Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Roland A. Hernandez	Mgmt	For	For	For

Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For

Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Paul D. Ryan	Mgmt	For	Refer	Against

Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Paul Ryan and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.

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

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

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

Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. The annual bonus is largely based on an objective financial goal, and half of the LTI program is based on performance equity that utilizes a multi-year performance period.

Lumentum Holdings Inc.

Meeting Date: 11/20/2024 **Country:** USA **Ticker:** LITE
Record Date: 09/26/2024 **Meeting Type:** Annual
Primary Security ID: 55024U109

Shares Voted: 14,000

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

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

Lumentum Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Harold L. Covert	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Pamela F. Fletcher	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Isaac H. Harris	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Julia S. Johnson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Brian J. Lillie	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Alan S. Lowe	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Ian S. Small	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	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
	*Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive * The plan allows broad discretion to accelerate vesting*				
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

News Corporation

Meeting Date: 11/20/2024 **Country:** USA **Ticker:** NWSA

Record Date: 09/26/2024 **Meeting Type:** Proxy Contest

Primary Security ID: 65249B109

Shares Voted: 5,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proxy (White Proxy Card)	Mgmt			
1a	Elect Management Nominee Director Lachlan K. Murdoch	Mgmt	For	Refer	Do Not Vote
1b	Elect Management Nominee Director Robert J. Thomson	Mgmt	For	Refer	Do Not Vote
1c	Elect Management Nominee Director Kelly Ayotte *Withdrawn Resolution*	Mgmt			

News Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Management Nominee Director Jose Maria Aznar	Mgmt	For	Refer	Do Not Vote
1e	Elect Management Nominee Director Natalie Bancroft	Mgmt	For	Refer	Do Not Vote
1f	Elect Management Nominee Director Ana Paula Pessoa	Mgmt	For	Refer	Do Not Vote
1g	Elect Management Nominee Director Masroor Siddiqui	Mgmt	For	Refer	Do Not Vote
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Do Not Vote
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	Refer	Do Not Vote
	Dissident Proxy (Blue Proxy Card)	Mgmt			
1a	Elect Management Nominee Director Lachlan K. Murdoch	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Jose Maria Aznar and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.				
1b	Elect Management Nominee Director Robert J. Thomson	Mgmt	For	Refer	For
	Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Jose Maria Aznar and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.				
1c	Elect Management Nominee Director Kelly Ayotte *Withdrawn Resolution*	Mgmt			
1d	Elect Management Nominee Director Jose Maria Aznar	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Jose Maria Aznar and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.				
1e	Elect Management Nominee Director Natalie Bancroft	Mgmt	For	Refer	For
	Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Jose Maria Aznar and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.				
1f	Elect Management Nominee Director Ana Paula Pessoa	Mgmt	For	Refer	For
	Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Jose Maria Aznar and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.				
1g	Elect Management Nominee Director Masroor Siddiqui	Mgmt	For	Refer	For
	Voter Rationale: A vote AGAINST Nominating and Corporate Governance Committee chair Jose Maria Aznar and board chair Lachlan Murdoch is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.				

News Corporation

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

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, although some concerns are noted regarding the use of discretion, limited disclosure regarding incentive awards, and lack of a payout cap if absolute TSR is negative.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	For	Refer	For

Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from a one-share, one-vote capital structure in which voting interests are better aligned with economic interests. In particular, shareholders not affiliated with the Murdoch Family Trust may benefit from a capital structure in which the voting power is dispersed in proportion to economic exposure, and less voting power is concentrated among those who do not have commensurate economic exposure.

Performance Food Group Company

Meeting Date: 11/20/2024 **Country:** USA **Ticker:** PFGC

Record Date: 09/30/2024 **Meeting Type:** Annual

Primary Security ID: 71377A103

Shares Voted: 31,900

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

Performance Food Group 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	Approve Omnibus Stock Plan	Mgmt	For	For	For

ResMed Inc.

Meeting Date: 11/20/2024 **Country:** USA **Ticker:** RMD

Record Date: 09/24/2024 **Meeting Type:** Annual

Primary Security ID: 761152107

Shares Voted: 7,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Burt	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Christopher DelOrefice	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Jan De Witte	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Karen Drexler	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Michael "Mick" Farrell	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Peter Farrell	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Harjit Gill	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director John Hernandez	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Richard "Rich" Sulpizio	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Desney Tan	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Ronald "Ron" Taylor	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

ResMed Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Clorox Company

Meeting Date: 11/20/2024 **Country:** USA **Ticker:** CLX
Record Date: 09/23/2024 **Meeting Type:** Annual
Primary Security ID: 189054109

Shares Voted: 6,075

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen B. Bratspies	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Pierre R. Breber	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Julia Denman	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Spencer C. Fleischer	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.5	Elect Director Esther Lee	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.6	Elect Director A.D. David Mackay	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.7	Elect Director Stephanie Plaines	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.8	Elect Director Linda Rendle	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.9	Elect Director Matthew J. Shattock	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.10	Elect Director Russell J. Weiner	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.11	Elect Director Christopher J. Williams	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

The Clorox Company

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

Western Digital Corporation

Meeting Date: 11/20/2024 **Country:** USA **Ticker:** WDC

Record Date: 09/23/2024 **Meeting Type:** Annual

Primary Security ID: 958102105

Shares Voted: 16,014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly E. Alexy	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Thomas Caulfield	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Martin I. Cole	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Tunc Doluca	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director David V. Goeckeler	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Matthew E. Massengill	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Stephanie A. Streeter	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Miyuki Suzuki	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Avnet, Inc.

Meeting Date: 11/22/2024 **Country:** USA **Ticker:** AVT

Record Date: 09/23/2024 **Meeting Type:** Annual

Primary Security ID: 053807103

Shares Voted: 18,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
1b	Elect Director Brenda L. Freeman	Mgmt	For	For	For
1c	Elect Director Philip R. Gallagher	Mgmt	For	For	For
1d	Elect Director Helmut Gassel	Mgmt	For	For	For
1e	Elect Director Virginia L. Henkels	Mgmt	For	For	For
1f	Elect Director Jo Ann Jenkins	Mgmt	For	For	For
1g	Elect Director Oleg Khaykin	Mgmt	For	For	For
1h	Elect Director Ernest E. Maddock	Mgmt	For	For	For
1i	Elect Director Avid Modjtabai	Mgmt	For	For	For
1j	Elect Director Adalio T. Sanchez	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Donaldson Company, Inc.

Meeting Date: 11/22/2024 **Country:** USA **Ticker:** DCI

Record Date: 09/23/2024 **Meeting Type:** Annual

Primary Security ID: 257651109

Shares Voted: 24,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher M. Hilger	Mgmt	For	For	For
1.2	Elect Director James J. Owens	Mgmt	For	For	For
1.3	Elect Director Trudy A. Rautio	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

Aptiv Plc

Meeting Date: 12/02/2024
Record Date: 10/31/2024
Primary Security ID: G6095L109
Country: Jersey
Meeting Type: Extraordinary Shareholders
Ticker: APTV

Shares Voted: 12,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	Refer	For
	Voter Rationale: A vote FOR this proposal is warranted as the underlying board rationale appears reasonable and shareholder rights would not be materially diminished as a result of the Swiss tax residency.				
2	Approve Merger Agreement	Mgmt	For	Refer	For
	Voter Rationale: A vote FOR this proposal is warranted as the underlying board rationale appears reasonable and shareholder rights would not be materially diminished as a result of the Swiss tax residency.				

Aptiv Plc

Meeting Date: 12/02/2024
Record Date: 10/31/2024
Primary Security ID: G6095L109
Country: Jersey
Meeting Type: Court
Ticker: APTV

Shares Voted: 12,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	Refer	For
	Voter Rationale: A vote FOR this proposal is warranted as the underlying board rationale appears reasonable and shareholder rights would not be materially diminished as a result of the Swiss tax residency.				

Paylocity Holding Corporation

Meeting Date: 12/05/2024
Record Date: 10/08/2024
Primary Security ID: 70438V106
Country: USA
Meeting Type: Annual
Ticker: PCTY

Shares Voted: 8,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven R. Beauchamp	Mgmt	For	For	For
1.2	Elect Director Linda M. Breard	Mgmt	For	For	For
1.3	Elect Director Virginia G. Breen	Mgmt	For	For	For
1.4	Elect Director Craig A. Conway	Mgmt	For	For	For

Paylocity Holding Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Robin L. Pederson	Mgmt	For	For	For
1.6	Elect Director Andres D. Reiner	Mgmt	For	For	For
1.7	Elect Director Kenneth B. Robinson	Mgmt	For	For	For
1.8	Elect Director Steven I. Sarowitz	Mgmt	For	For	For
1.9	Elect Director Ronald V. Waters, III	Mgmt	For	For	For
1.10	Elect Director Toby J. Williams	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Vail Resorts, Inc.

Meeting Date: 12/05/2024 **Country:** USA **Ticker:** MTN

Record Date: 10/08/2024 **Meeting Type:** Annual

Primary Security ID: 91879Q109

Shares Voted: 7,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Reginald Chambers	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Susan L. Decker	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Robert A. Katz	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Iris Knobloch	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Kirsten A. Lynch	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Nadia N. Rawlinson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director John Redmond	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

Vail Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Michele Romanow	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Hilary Schneider	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director D. Bruce Sewell	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director John F. Sorte	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1l	Elect Director Peter A. Vaughn	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Copart, Inc.

Meeting Date: 12/06/2024 **Country:** USA **Ticker:** CPRT
Record Date: 10/11/2024 **Meeting Type:** Annual
Primary Security ID: 217204106

Shares Voted: 42,800

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

Copart, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Thomas N. Tryforos	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.8	Elect Director Diane M. Morefield	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.9	Elect Director Stephen Fisher	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.10	Elect Director Cherylyn Harley LeBon	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.11	Elect Director Carl D. Sparks	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.12	Elect Director Jeffrey Liaw	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

Viatris Inc.

Meeting Date: 12/06/2024 **Country:** USA **Ticker:** VTRS

Record Date: 10/11/2024 **Meeting Type:** Annual

Primary Security ID: 92556V106

Shares Voted: 58,245

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director W. Don Cornwell	Mgmt	For	For	For
1B	Elect Director JoEllen Lyons Dillon	Mgmt	For	For	For
1C	Elect Director Elisha Finney	Mgmt	For	For	For
1D	Elect Director Leo Groothuis	Mgmt	For	For	For
1E	Elect Director Melina Higgins	Mgmt	For	For	For
1F	Elect Director James M. Kilts	Mgmt	For	For	For
1G	Elect Director Harry Korman	Mgmt	For	For	For
1H	Elect Director Rajiv Malik	Mgmt	For	For	For
1I	Elect Director Richard Mark	Mgmt	For	For	For
1J	Elect Director Mark Parrish	Mgmt	For	For	For

Viatris Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1K	Elect Director Scott A. Smith	Mgmt	For	For	For
1L	Elect Director Rogerio Vivaldi Coelho	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	Voter Rationale: A vote AGAINST this proposal is warranted. Although CEO pay and performance are reasonably aligned for the year under review, significant concern is raised regarding the outsized magnitude and insufficient rationale pertaining to pay arrangements of former executive chairman Robert Coury in his capacity as an advisor to the board following his resignation from the executive chairman role. The company has not disclosed a compelling rationale for maintaining Coury's compensation at a level commensurate with the CEO's pay despite his reduced capacity as a strategic advisor, which is particularly concerning on the heels of a sizable severance payout.				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Cisco Systems, Inc.

Meeting Date: 12/09/2024 **Country:** USA **Ticker:** CSCO

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

Primary Security ID: 17275R102

Shares Voted: 197,974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wesley G. Bush	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Michael D. Capellas	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Mark Garrett	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director John D. Harris, II	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Kristina M. Johnson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Charles H. Robbins	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				

Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Daniel H. Schulman	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Marianna Tessel	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

Microsoft Corporation

Meeting Date: 12/10/2024 **Country:** USA **Ticker:** MSFT

Record Date: 09/30/2024 **Meeting Type:** Annual

Primary Security ID: 594918104

Shares Voted: 363,447

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.3	Elect Director Teri L. List	Mgmt	For	For	For
1.4	Elect Director Catherine MacGregor	Mgmt	For	For	For
1.5	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.6	Elect Director Satya Nadella	Mgmt	For	For	For
1.7	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.8	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.9	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Risks of Weapons Development	SH	Against	Against	Against

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Assess and Report on Investing in Bitcoin	SH	Against	Against	Against
6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	For

Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Against	Against	Against
8	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against	Against
9	Report on AI Data Sourcing Accountability	SH	Against	For	For

Voter Rationale: A vote FOR this resolution is warranted as the company is facing increased risks related to copyright infringement. Although it discloses information about its assessment of AI risks generally, shareholders would benefit from greater attention to risks related to how the company uses third-party information to train its large language models.

Palo Alto Networks, Inc.

Meeting Date: 12/10/2024 **Country:** USA **Ticker:** PANW

Record Date: 10/18/2024 **Meeting Type:** Annual

Primary Security ID: 697435105

Shares Voted: 15,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John Key	Mgmt	For	For	For
1b	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1c	Elect Director Nir Zuk	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voter Rationale: This proposal cannot be supported due to the compensation committee's limited responsiveness to last year's failed say-on-pay vote result. The committee made certain pay program improvements in response to shareholder concerns, including a reduction in perquisites and the maximum LTI vesting opportunity, improved STI disclosure, and a firmer commitment regarding one-time awards. However, it is unclear whether the reduction in the maximum LTI vesting opportunity adequately addresses expressed concerns, as the new maximum remains a significant outlier. Further, it is unclear whether the committee adequately addressed concerns surrounding "certain components of CEO compensation" considered too high, in part due to vague disclosure regarding this point of feedback.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

Palo Alto Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against

Fabrinet

Meeting Date: 12/12/2024 **Country:** Cayman Islands **Ticker:** FN
Record Date: 10/16/2024 **Meeting Type:** Annual
Primary Security ID: G3323L100

Shares Voted: 7,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Forbes I.J. Alexander	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Frank H. Levinson	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director David T. (Tom) Mitchell	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
2	Ratify PricewaterhouseCoopers ABAS Ltd. as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Aspen Technology, Inc.

Meeting Date: 12/17/2024 **Country:** USA **Ticker:** AZPN
Record Date: 10/18/2024 **Meeting Type:** Annual
Primary Security ID: 29109X106

Shares Voted: 5,922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick M. Antkowiak	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1b	Elect Director Thomas F. Bogan	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				

Aspen Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Karen M. Golz	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1d	Elect Director David J. Henshall	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1e	Elect Director Ram R. Krishnan	Mgmt	For	Refer	Against
	Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1f	Elect Director Antonio J. Pietri	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1g	Elect Director Arlen R. Shenkman	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
1h	Elect Director Robert M. Whelan, Jr.	Mgmt	For	For	For
	Voter Rationale: A vote AGAINST Ram Krishnan is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.				

AutoZone, Inc.

Meeting Date: 12/18/2024 **Country:** USA **Ticker:** AZO

Record Date: 10/21/2024 **Meeting Type:** Annual

Primary Security ID: 053332102

Shares Voted: 859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Philip B. Daniele, III	Mgmt	For	For	For
1.2	Elect Director Michael A. George	Mgmt	For	For	For
1.3	Elect Director Linda A. Goodspeed	Mgmt	For	For	For
1.4	Elect Director Earl G. Graves, Jr.	Mgmt	For	For	For

AutoZone, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Brian P. Hannasch	Mgmt	For	For	For
1.6	Elect Director Gale V. King	Mgmt	For	For	For
1.7	Elect Director George R. Mrkonic, Jr.	Mgmt	For	For	For
1.8	Elect Director William C. Rhodes, III	Mgmt	For	For	For
1.9	Elect Director Jill A. Soltau	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 25%	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

Voter Rationale: This proposal can be supported as it would enhance the existing shareholder right to call special meetings.

FactSet Research Systems Inc.

Meeting Date: 12/19/2024 **Country:** USA **Ticker:** FDS

Record Date: 10/21/2024 **Meeting Type:** Annual

Primary Security ID: 303075105

Shares Voted: 1,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Siew Kai Choy	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Laurie G. Hylton	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Lee Shavel	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Elisha Wiesel	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

FactSet Research Systems Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold to call a special meeting would improve shareholder rights.

Thor Industries, Inc.

Meeting Date: 12/20/2024 **Country:** USA **Ticker:** THO
Record Date: 10/21/2024 **Meeting Type:** Annual
Primary Security ID: 885160101

Shares Voted: 10,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew E. Graves	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Christina Hennington	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Amelia A. Huntington	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Laurel Hurd	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.5	Elect Director William J. Kelley, Jr.	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.6	Elect Director Christopher Klein	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.7	Elect Director Jeffrey D. Lorenger	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.8	Elect Director Robert W. Martin	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.9	Elect Director Peter B. Orthwein	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

Arcadium Lithium Plc

Meeting Date: 12/23/2024 **Country:** Jersey **Ticker:** ALTM
Record Date: 11/18/2024 **Meeting Type:** Court
Primary Security ID: G0508H110

Shares Voted: 213,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	Refer	For

Voter Rationale: Support FOR the transaction is warranted, given that the offered consideration represents a triple-digit percentage point premium to the unaffected price, shares have appreciated by over 80 percentage points since the unaffected date, suggesting downside risk in the event of non-approval, and the cash form of consideration provides certainty and liquidity to ALTM shareholders.

Arcadium Lithium Plc

Meeting Date: 12/23/2024 **Country:** Jersey **Ticker:** ALTM
Record Date: 11/18/2024 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: G0508H110

Shares Voted: 213,940

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

Voter Rationale: A vote FOR this proposal is warranted. While NEOs are expected to receive certain single-trigger cash payments upon the transaction, cash severance is double trigger and reasonably based, and no excise tax gross-ups are payable. In addition, recent outstanding equity awards will be converted to equity awards of the acquiring company and will only be accelerated upon a qualifying termination.

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

Voter Rationale: Support FOR the transaction is warranted, given that the offered consideration represents a triple-digit percentage point premium to the unaffected price, shares have appreciated by over 80 percentage points since the unaffected date, suggesting downside risk in the event of non-approval, and the cash form of consideration provides certainty and liquidity to ALTM shareholders.

Pilgrim's Pride Corporation

Meeting Date: 12/23/2024 **Country:** USA **Ticker:** PPC
Record Date: 10/28/2024 **Meeting Type:** Special
Primary Security ID: 72147K108

Shares Voted: 9,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Certificate of Incorporation	Mgmt	For	Refer	For

Pilgrim's Pride Corporation

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

Voter Rationale: A vote FOR this proposal is warranted, with caution. Although the amendment would serve to increase JBS' supermajority representation on the board, the tax consolidation and resulting tax benefits for minority shareholders outweigh the concerns surrounding the increase in board nomination rights at this time.

Amedisys, Inc.

Meeting Date: 12/30/2024 **Country:** USA **Ticker:** AMED

Record Date: 12/05/2024 **Meeting Type:** Annual

Primary Security ID: 023436108

Shares Voted: 6,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard M. Ashworth	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Vickie L. Capps	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Molly J. Coye	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Julie D. Klapstein	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.5	Elect Director Teresa L. Kline	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.6	Elect Director Paul B. Kusserow	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.7	Elect Director Bruce D. Perkins	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.8	Elect Director Jeffrey A. Rideout	Mgmt	For	For	For
	Voter Rationale: A vote FOR the director nominees is warranted.				
1.9	Elect Director Ivanetta Davis Samuels	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

Cadence Bank

Meeting Date: 12/30/2024 **Country:** USA **Ticker:** CADE
Record Date: 11/08/2024 **Meeting Type:** Special
Primary Security ID: 12740C103

Shares Voted: 37,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles of Incorporation	Mgmt	For	Refer	For

Voter Rationale: A vote FOR this proposal is warranted as doing so would help effectuate the company's amended charter which includes several changes considered beneficial for shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles of Incorporation to Repurchase Shares of Common Stock and Preferred Stock	Mgmt	For	Refer	For

Voter Rationale: A vote FOR this proposal is warranted as it will allow the bank, now a state-chartered member of the Federal Reserve System, to perform stock repurchases and remain in compliance with applicable regulations.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For

Voter Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.

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

Voter Rationale: A vote FOR this proposal is warranted as the underlying items merit support.