



Proxy Voting Record

for the period ended June 30, 2023

U.S. Large Company Equity Fund

Proxy Voting Record

U.S. LARGE COMPANY EQUITY FUND

For the period July 1, 2022 to June 30, 2023

3M Company

Ticker	Security ID:	Meeting Date		Meeting Status	
MMM	CUSIP 88579Y101	05/09/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Thomas K. Brown	Mgmt	For	Against	Against
2	Elect Anne H. Chow	Mgmt	For	For	For
3	Elect David B. Dillon	Mgmt	For	For	For
4	Elect Michael L. Eskew	Mgmt	For	For	For
5	Elect James R. Fitterling	Mgmt	For	For	For
6	Elect Amy E. Hood	Mgmt	For	For	For
7	Elect Suzan Kereere	Mgmt	For	For	For
8	Elect Gregory R. Page	Mgmt	For	For	For
9	Elect Pedro J. Pizarro	Mgmt	For	For	For
10	Elect Michael F. Roman	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

AAON, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
AAON	CUSIP 000360206	05/16/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against

					Mgmt	
1	Elect Caron A. Lawhorn	Mgmt	For	Against	Against	
2	Elect Stephen O. LeClair	Mgmt	For	Against	Against	
3	Elect David R. Stewart	Mgmt	For	Against	Against	
4	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against	
5	Ratification of Auditor	Mgmt	For	For	For	

AbbVie Inc.

Ticker

Security ID:

Meeting Date

Meeting Status

ABBV

CUSIP 00287Y109

05/05/2023

Voted

Meeting Type

Country of Trade

Annual

United States

Issue No.

Description

Proponent

Mgmt Rec

Vote Cast

For/Against
Mgmt

1	Elect Robert J. Alpern	Mgmt	For	Against	Against	
2	Elect Melody B. Meyer	Mgmt	For	For	For	
3	Elect Frederick H. Waddell	Mgmt	For	For	For	
4	Ratification of Auditor	Mgmt	For	For	For	
5	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
6	Elimination of Supermajority Requirement	Mgmt	For	For	For	
7	Shareholder Proposal Regarding Simple Majority Vote	ShrHoldr	Against	Against	For	
8	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	For	Against	
9	Shareholder Proposal Regarding Lobbying Report	ShrHoldr	Against	For	Against	

10	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	ShrHoldr	Against	For	Against
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Acadia Healthcare Company, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
ACHC	CUSIP 00404A109	05/18/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent	Mgmt Rec
			Vote Cast
			For/Against
			Mgmt
1	Elect Michael J. Fucci	Mgmt	For
2	Elect Wade D. Miquelon	Mgmt	For
3	Amendment to the	Mgmt	For
	Incentive		
	Compensation		
	Plan		
4	Advisory Vote on	Mgmt	For
	Executive		
	Compensation		
5	Ratification of Auditor	Mgmt	For

Accenture plc

Ticker	Security ID:	Meeting Date	Meeting Status
ACN	CUSIP G1151C101	02/01/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent	Mgmt Rec
			Vote Cast
			For/Against
			Mgmt
1	Elect Jaime Ardila	Mgmt	For
2	Elect Nancy McKinstry	Mgmt	For
3	Elect Beth E. Mooney	Mgmt	For
4	Elect Gilles Pelisson	Mgmt	For
5	Elect Paula A. Price	Mgmt	For
6	Elect Venkata	Mgmt	For
	Renduchintala		
7	Elect Arun Sarin	Mgmt	For
8	Elect Julie Sweet	Mgmt	For
9	Elect Tracey T. Travis	Mgmt	For

10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Appointment of Auditor and Authority to Set Fees	Mgmt	For	Against	Against
13	Authority to Issue Shares w/ Preemptive Rights	Mgmt	For	For	For
14	Authority to Issue Shares w/o Preemptive Rights	Mgmt	For	For	For
15	Authorize the Price Range at which the Company can Re-allot Treasury Shares	Mgmt	For	For	For

Acuity Brands, Inc.

Ticker Security ID:
AYI CUSIP 00508Y102

Meeting Date
01/25/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Neil M. Ashe	Mgmt	For	For	For
2	Elect Marcia J. Avedon	Mgmt	For	For	For
3	Elect W. Patrick Battle	Mgmt	For	For	For
4	Elect Michael J. Bender	Mgmt	For	For	For
5	Elect G. Douglas Dillard, Jr.	Mgmt	For	For	For
6	Elect James H. Hance, Jr.	Mgmt	For	For	For
7	Elect Maya Leibman	Mgmt	For	For	For
8	Elect Laura G. OShaughnessy	Mgmt	For	For	For

9	Elect Mark J. Sachleben	Mgmt	For	For	For
10	Elect Mary A. Winston	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Adobe Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
ADBE	CUSIP 00724F101	04/20/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Amy L. Banse	Mgmt	For	For	For
2	Elect Brett Biggs	Mgmt	For	For	For
3	Elect Melanie Boulden	Mgmt	For	For	For
4	Elect Frank A. Calderoni	Mgmt	For	For	For
5	Elect Laura B. Desmond	Mgmt	For	For	For
6	Elect Shantanu Narayen	Mgmt	For	For	For
7	Elect Spencer Neumann	Mgmt	For	For	For
8	Elect Kathleen Oberg	Mgmt	For	Against	Against
9	Elect Dheeraj Pandey	Mgmt	For	For	For
10	Elect David A. Ricks	Mgmt	For	For	For
11	Elect Daniel Rosensweig	Mgmt	For	For	For
12	Elect John E. Warnock	Mgmt	For	For	For
13	Amendment to the 2019 Equity Incentive Plan	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
17	Shareholder Proposal Regarding Report on Hiring Practices for People With Arrest Records	ShrHoldr	Against	For	Against

Advance Auto Parts, Inc.
 Ticker Security ID:
 AAP CUSIP 00751Y106

Meeting Date
 05/24/2023

Meeting Status
 Voted

Meeting Type
 Annual

Country of Trade
 United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Carla J. Bailo	Mgmt	For	For	For
2	Elect John F. Ferraro	Mgmt	For	For	For
3	Elect Thomas R. Greco	Mgmt	For	For	For
4	Elect Joan M. Hilson	Mgmt	For	For	For
5	Elect Jeffrey J. Jones II	Mgmt	For	For	For
6	Elect Eugene I. Lee, Jr.	Mgmt	For	Against	Against
7	Elect Douglas A. Pertz	Mgmt	For	For	For
8	Elect Sherice R. Torres	Mgmt	For	For	For
9	Elect Arthur L. Valdez Jr.	Mgmt	For	For	For
10	Approval of the 2023 Omnibus Incentive Compensation Plan	Mgmt	For	For	For
11	Approval of the 2023 Employee Stock Purchase Plan	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For

Advanced Micro Devices, Inc.
 Ticker Security ID:
 AMD CUSIP 007903107

Meeting Date
 05/18/2023

Meeting Status
 Voted

Meeting Type Annual		Country of Trade United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Nora M. Denzel	Mgmt	For	For	For
2	Elect D. Mark Durcan	Mgmt	For	For	For
3	Elect Michael P. Gregoire	Mgmt	For	For	For
4	Elect Joseph A. Householder	Mgmt	For	For	For
5	Elect John W. Marren	Mgmt	For	For	For
6	Elect Jon A. Olson	Mgmt	For	For	For
7	Elect Lisa T. Su	Mgmt	For	For	For
8	Elect Abhijit Y. Talwalkar	Mgmt	For	For	For
9	Elect Elizabeth W. Vanderslice	Mgmt	For	For	For
10	Approval of the 2023 Equity Incentive Plan	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Aflac Incorporated		Meeting Date		Meeting Status	
Ticker	Security ID:	05/01/2023		Voted	
AFL	CUSIP 001055102	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Daniel P. Amos	Mgmt	For	For	For
2	Elect W. Paul Bowers	Mgmt	For	For	For
3	Elect Arthur R. Collins	Mgmt	For	For	For
4	Elect Miwako Hosoda	Mgmt	For	For	For
5	Elect Thomas J. Kenny	Mgmt	For	For	For
6	Elect Georgette D.	Mgmt	For	For	For

	Kiser				
7	Elect Karole F. Lloyd	Mgmt	For	Against	Against
8	Elect Nobuchika Mori	Mgmt	For	For	For
9	Elect Joseph L. Moskowitz	Mgmt	For	For	For
10	Elect Barbara K. Rimer	Mgmt	For	For	For
11	Elect Katherine T. Rohrer	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against

AGCO Corporation

Ticker	Security ID:	Meeting Date	Meeting Status		
AGCO	CUSIP 001084102	04/27/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Michael C. Arnold	Mgmt	For	For	For
2	Elect Sondra L. Barbour	Mgmt	For	Against	Against
3	Elect Suzanne P. Clark	Mgmt	For	For	For
4	Elect Bob De Lange	Mgmt	For	For	For
5	Elect Eric P. Hansotia	Mgmt	For	For	For
6	Elect George E. Minnich	Mgmt	For	For	For
7	Elect Niels Porksen	Mgmt	For	For	For
8	Elect David M. Sagehorn	Mgmt	For	For	For
9	Elect Mallika Srinivasan	Mgmt	For	For	For
10	Elect Matthew Tsien	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

13	Ratification of Auditor	Mgmt	For	Against	Against
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Air Products and Chemicals, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
APD	CUSIP 009158106	01/26/2023	Voted

Meeting Type	Country of Trade
Annual	United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Tonit M. Calaway	Mgmt	For	Against	Against
2	Elect Charles I. Cogut	Mgmt	For	Against	Against
3	Elect Lisa A. Davis	Mgmt	For	Against	Against
4	Elect Seifollah Ghasemi	Mgmt	For	For	For
5	Elect David H. Y. Ho	Mgmt	For	For	For
6	Elect Edward L. Monser	Mgmt	For	Against	Against
7	Elect Matthew H. Paull	Mgmt	For	Against	Against
8	Elect Wayne T. Smith	Mgmt	For	For	For
9	Advisory Vote on Executive Compensation	Mgmt	For	For	For

10	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
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11	Ratification of Auditor	Mgmt	For	For	For
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Airbnb, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
ABNB	CUSIP 009066101	06/01/2023	Voted

Meeting Type	Country of Trade
Annual	United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Nathan Blecharczyk	Mgmt	For	For	For
2	Elect Alfred Lin	Mgmt	For	Withhold	Against
3	Ratification of Auditor	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Alibaba Group Holding Limited

Ticker	Security ID:	Meeting Date	Meeting Status
BABA	CUSIP 01609W102	09/30/2022	Voted

Meeting Type Annual		Country of Trade United States		Vote Cast	For/Against Mgmt
Issue No.	Description	Proponent	Mgmt Rec		
1	Elect Daniel Yong ZHANG	Mgmt	For	For	For
2	Elect Jerry YANG Chih-Yuan	Mgmt	For	Against	Against
3	Elect Wan Ling Martello	Mgmt	For	For	For
4	Elect SHAN Weijian	Mgmt	For	For	For
5	Elect Irene LEE Yun Lien	Mgmt	For	Against	Against
6	Elect Albert NG Kong Ping	Mgmt	For	For	For
7	Appointment of Auditor	Mgmt	For	Against	Against

Alkermes plc

Ticker Security ID:
ALKS CUSIP G01767105

Meeting Date
07/07/2022

Meeting Status
Voted

Meeting Type Annual		Country of Trade United States		Vote Cast	For/Against Mgmt
Issue No.	Description	Proponent	Mgmt Rec		
1	Elect Emily Peterson Alva	Mgmt	For	For	For
2	Elect Cato T. Laurencin	Mgmt	For	For	For
3	Elect Brian P. McKeon	Mgmt	For	For	For
4	Elect Christopher I. Wright	Mgmt	For	For	For
5	Advisory Vote on Executive Compensation	Mgmt	For	For	For
6	Ratification of Auditor	Mgmt	For	For	For
7	2018 Stock Option and Incentive Plan	Mgmt	For	For	For
8	Authority to Issue Shares w/ Preemptive Rights	Mgmt	For	For	For
9	Authority to Issue	Mgmt	For	For	For

Shares w/o Preemptive
Rights

Allison Transmission Holdings, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
ALSN	CUSIP 01973R101	05/03/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Judy L. Altmaier	Mgmt	For	For	For
2	Elect D. Scott Barbour	Mgmt	For	For	For
3	Elect Philip J. Christman	Mgmt	For	For	For
4	Elect David C. Everitt	Mgmt	For	Against	Against
5	Elect David S. Graziosi	Mgmt	For	For	For
6	Elect Carolann I. Haznedar	Mgmt	For	Against	Against
7	Elect Richard P. Lavin	Mgmt	For	Against	Against
8	Elect Sasha Ostojic	Mgmt	For	For	For
9	Elect Gustave F. Perna	Mgmt	For	Against	Against
10	Elect Krishna Shivram	Mgmt	For	Against	Against
11	Ratification of Auditor	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

Ally Financial Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
ALLY	CUSIP 36186C202	05/03/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Franklin W. Hobbs	Mgmt	For	Against	Against
2	Elect Kenneth J. Bacon	Mgmt	For	For	For
3	Elect William H. Cary	Mgmt	For	For	For
4	Elect Mayree C. Clark	Mgmt	For	Against	Against
5	Elect Kim S. Fennebresque	Mgmt	For	Against	Against
6	Elect Melissa Goldman	Mgmt	For	For	For
7	Elect Marjorie Magner	Mgmt	For	Against	Against
8	Elect David Reilly	Mgmt	For	For	For

9	Elect Brian H. Sharples	Mgmt	For	For	For
10	Elect Michael F. Steib	Mgmt	For	For	For
11	Elect Jeffrey J. Brown	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Ratification of Auditor	Mgmt	For	Against	Against

Alphabet Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
GOOGL	CUSIP 02079K305	06/02/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Larry Page	Mgmt	For	For	For
2	Elect Sergey Brin	Mgmt	For	For	For
3	Elect Sundar Pichai	Mgmt	For	For	For
4	Elect John L. Hennessy	Mgmt	For	Against	Against
5	Elect Frances H. Arnold	Mgmt	For	Against	Against
6	Elect R. Martin Chavez	Mgmt	For	For	For
7	Elect L. John Doerr	Mgmt	For	Against	Against
8	Elect Roger W. Ferguson, Jr.	Mgmt	For	For	For
9	Elect Ann Mather	Mgmt	For	For	For
10	Elect K. Ram Shriram	Mgmt	For	For	For
11	Elect Robin L. Washington	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Amendment to the 2021 Stock Plan	Mgmt	For	Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	3 Years	1 Year	Against
16	Shareholder Proposal Regarding Lobbying Report	ShrHoldr	Against	For	Against

17	Shareholder Proposal Regarding Congruency Report of Partnerships with Certain Organizations	ShrHoldr	Against	Against	For
18	Shareholder Proposal Regarding Lobbying Activity Alignment with Climate Commitments and the Paris Agreement	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	ShrHoldr	Against	For	Against
21	Shareholder Proposal Regarding Human Rights Impact Assessment	ShrHoldr	Against	For	Against
22	Shareholder Proposal Regarding Algorithm Disclosures	ShrHoldr	Against	For	Against
23	Shareholder Proposal Regarding Alignment of YouTube Policies With Legislation	ShrHoldr	Against	For	Against
24	Shareholder Proposal Regarding Content Governance Report	ShrHoldr	Against	Against	For
25	Shareholder Proposal	ShrHoldr	Against	For	Against

	Regarding Assessment of Audit and Compliance Committee				
26	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	ShrHoldr	Against	For	Against
27	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	ShrHoldr	Against	Against	For
28	Shareholder Proposal Regarding Recapitalization	ShrHoldr	Against	For	Against

Alteryx, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
AYX	CUSIP 02156B103	05/17/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Charles R. Cory	Mgmt	For	Withhold	Against
1.2	Elect Jeffrey L. Horing	Mgmt	For	For	For
1.3	Elect Dean A. Stoecker	Mgmt	For	Withhold	Against
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

Altria Group, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
MO	CUSIP 02209S103	05/18/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Ian L.T. Clarke	Mgmt	For	For	For
2	Elect Marjorie M. Connelly	Mgmt	For	For	For

3	Elect R. Matt Davis	Mgmt	For	For	For
4	Elect William F. Gifford, Jr.	Mgmt	For	For	For
5	Elect Jacinto J. Hernandez	Mgmt	For	For	For
6	Elect Debra J. Kelly-Ennis	Mgmt	For	For	For
7	Elect Kathryn B. McQuade	Mgmt	For	Against	Against
8	Elect George Munoz	Mgmt	For	For	For
9	Elect Nabil Y. Sakkab	Mgmt	For	For	For
10	Elect Virginia E. Shanks	Mgmt	For	For	For
11	Elect Ellen R. Strahlman	Mgmt	For	For	For
12	Elect M. Max Yzaguirre	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	For	Against
17	Shareholder Proposal Regarding Civil Rights Audit	ShrHoldr	Against	For	Against

Amazon.com, Inc.

Ticker Security ID:
AMZN CUSIP 023135106

Meeting Type

Meeting Date
05/24/2023
Country of Trade

Meeting Status
Voted

Annual Issue No.	Description	United States Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Jeffrey P. Bezos	Mgmt	For	Against	Against
2	Elect Andrew R. Jassy	Mgmt	For	For	For
3	Elect Keith B. Alexander	Mgmt	For	For	For
4	Elect Edith W. Cooper	Mgmt	For	For	For
5	Elect Jamie S. Gorelick	Mgmt	For	For	For
6	Elect Daniel P. Huttenlocher	Mgmt	For	For	For
7	Elect Judith A. McGrath	Mgmt	For	Against	Against
8	Elect Indra K. Nooyi	Mgmt	For	For	For
9	Elect Jonathan J. Rubinstein	Mgmt	For	For	For
10	Elect Patricia Q. Stonesifer	Mgmt	For	For	For
11	Elect Wendell P. Weeks	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Amendment to the 1997 Stock Incentive Plan	Mgmt	For	For	For
16	Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Default Options	ShrHoldr	Against	Against	For
17	Shareholder Proposal Regarding Report on Customer Due Diligence	ShrHoldr	Against	For	Against
18	Shareholder Proposal	ShrHoldr	Against	For	Against

	Regarding Report on Government Requests for Content and Product Removal				
19	Shareholder Proposal Regarding Report on Government Takedown Requests	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Just Transition Reporting	ShrHoldr	Against	For	Against
21	Shareholder Proposal Regarding Report on Tax Transparency	ShrHoldr	Against	For	Against
22	Shareholder Proposal Regarding Lobbying Alignment with Climate Commitments	ShrHoldr	Against	For	Against
23	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	ShrHoldr	Against	For	Against
24	Shareholder Proposal Regarding Cost Benefit Analysis of DEI Programs	ShrHoldr	Against	Against	For
25	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	ShrHoldr	Against	For	Against
26	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	ShrHoldr	Against	For	Against

27	Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation	ShrHoldr	Against	For	Against
28	Shareholder Proposal Regarding Report Evaluating Animal Welfare Standards	ShrHoldr	Against	For	Against
29	Shareholder Proposal Regarding Formation of Public Policy Committee	ShrHoldr	Against	For	Against
30	Shareholder Proposal Regarding Hourly Associate Representation on the Board	ShrHoldr	Against	Against	For
31	Shareholder Proposal Regarding Report on Working Conditions	ShrHoldr	Against	For	Against
32	Shareholder Proposal Regarding Report on Plastic Packaging	ShrHoldr	Against	For	Against
33	Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology	ShrHoldr	Against	For	Against

Amdocs Limited

Ticker Security ID:
DOX CUSIP G02602103

Meeting Type

Annual

Issue No. Description

Meeting Date
01/27/2023

Country of Trade
United States

Proponent Mgmt Rec

Meeting Status
Voted

Vote Cast For/Against
Mgmt

1	Elect Robert A. Minicucci	Mgmt	For	Against	Against
2	Elect Adrian Gardner	Mgmt	For	For	For
3	Elect Ralph de la Vega	Mgmt	For	For	For
4	Elect Eli Gelman	Mgmt	For	For	For
5	Elect Richard T.C. LeFave	Mgmt	For	Against	Against
6	Elect John A. MacDonald	Mgmt	For	Against	Against
7	Elect Shuky Sheffer	Mgmt	For	For	For
8	Elect Yvette Kanouff	Mgmt	For	For	For
9	Elect Sarah Ruth Davis	Mgmt	For	For	For
10	Elect Amos Genish	Mgmt	For	For	For
11	Approve the 2023 Employee Share Purchase Plan	Mgmt	For	For	For
12	Increase Quarterly Dividend	Mgmt	For	For	For
13	Accounts and Reports	Mgmt	For	For	For
14	Appointment of Auditor and Authority to Set Fees	Mgmt	For	Against	Against

American Express Company

Ticker Security ID:
AXP CUSIP 025816109

Meeting Type
Annual

Meeting Date
05/02/2023
Country of Trade
United States

Meeting Status
Voted

Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Thomas J. Baltimore, Jr.	Mgmt	For		Against	Against
2	Elect John J. Brennan	Mgmt	For		For	For
3	Elect Peter Chernin	Mgmt	For		Against	Against
4	Elect Walter J. Clayton III	Mgmt	For		For	For
5	Elect Ralph de la Vega	Mgmt	For		Against	Against
6	Elect Theodore J. Leonsis	Mgmt	For		Against	Against

7	Elect Deborah P. Majoras	Mgmt	For	Against	Against
8	Elect Karen L. Parkhill	Mgmt	For	For	For
9	Elect Charles E. Phillips, Jr.	Mgmt	For	For	For
10	Elect Lynn A. Pike	Mgmt	For	For	For
11	Elect Stephen J. Squeri	Mgmt	For	For	For
12	Elect Daniel L. Vasella	Mgmt	For	Against	Against
13	Elect Lisa W. Wardell	Mgmt	For	For	For
14	Elect Christopher D. Young	Mgmt	For	Against	Against
15	Ratification of Auditor	Mgmt	For	For	For
16	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
17	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
18	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	ShrHoldr	Against	For	Against

American Financial Group, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
AFG	CUSIP 025932104	05/17/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Carl H. Lindner, III	Mgmt	For	For	For
1.2	Elect S. Craig Lindner	Mgmt	For	For	For
1.3	Elect John B. Berding	Mgmt	For	For	For

1.4	Elect James E. Evans	Mgmt	For	Withhold	Against
1.5	Elect Terry S. Jacobs	Mgmt	For	For	For
1.6	Elect Gregory G. Joseph	Mgmt	For	Withhold	Against
1.7	Elect Mary Beth Martin	Mgmt	For	Withhold	Against
1.8	Elect Amy Y. Murray	Mgmt	For	For	For
1.9	Elect Evans N. Nwankwo	Mgmt	For	Withhold	Against
1.10	Elect William W. Verity	Mgmt	For	Withhold	Against
1.11	Elect John I. Von Lehman	Mgmt	For	Withhold	Against
2	Ratification of Auditor	Mgmt	For	Against	Against
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

American International Group, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
AIG	CUSIP 026874784	05/10/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Paola Bergamaschi Broyd	Mgmt	For	For	For
2	Elect James Cole, Jr.	Mgmt	For	For	For
3	Elect W. Don Cornwell	Mgmt	For	For	For
4	Elect Linda A. Mills	Mgmt	For	Against	Against
5	Elect Diana M. Murphy	Mgmt	For	For	For
6	Elect Peter R. Porrino	Mgmt	For	For	For
7	Elect John G. Rice	Mgmt	For	For	For
8	Elect Therese M. Vaughan	Mgmt	For	For	For
9	Elect Vanessa A. Wittman	Mgmt	For	For	For
10	Elect Peter S. Zaffino	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Ratification of Auditor	Mgmt	For	Against	Against

13	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
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American Tower Corporation					
Ticker	Security ID:	Meeting Date		Meeting Status	
AMT	CUSIP 03027X100	05/24/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Thomas A. Bartlett	Mgmt	For	For	For
2	Elect Kelly C. Chambliss	Mgmt	For	For	For
3	Elect Teresa H. Clarke	Mgmt	For	For	For
4	Elect Raymond P. Dolan	Mgmt	For	For	For
5	Elect Kenneth R. Frank	Mgmt	For	For	For
6	Elect Robert D. Hormats	Mgmt	For	For	For
7	Elect Grace D. Lieblein	Mgmt	For	For	For
8	Elect Craig Macnab	Mgmt	For	For	For
9	Elect JoAnn A. Reed	Mgmt	For	For	For
10	Elect Pamela D.A. Reeve	Mgmt	For	For	For
11	Elect Bruce L. Tanner	Mgmt	For	For	For
12	Elect Samme L. Thompson	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Ameriprise Financial, Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
AMP	CUSIP 03076C106		04/26/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect James M. Cracchiolo	Mgmt	For	For	For	

2	Elect Robert F. Sharpe, Jr.	Mgmt	For	Against	Against
3	Elect Dianne Neal Blixt	Mgmt	For	For	For
4	Elect Amy DiGeso	Mgmt	For	Against	Against
5	Elect Christopher J. Williams	Mgmt	For	Against	Against
6	Elect Armando Pimentel, Jr.	Mgmt	For	For	For
7	Elect Brian T. Shea	Mgmt	For	Against	Against
8	Elect W. Edward Walter III	Mgmt	For	For	For
9	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
10	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
11	Amendment to the 2005 Incentive Compensation Plan	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	For	For

AmerisourceBergen Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
ABC	CUSIP 03073E105	03/09/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Ornella Barra	Mgmt	For	For	For
2	Elect Steven H. Collis	Mgmt	For	For	For
3	Elect D. Mark Durcan	Mgmt	For	For	For
4	Elect Richard W. Gohnauer	Mgmt	For	For	For
5	Elect Lon R. Greenberg	Mgmt	For	For	For
6	Elect Kathleen W. Hyle	Mgmt	For	For	For
7	Elect Lorence H. Kim	Mgmt	For	For	For

8	Elect Henry W. McGee	Mgmt	For	For	For
9	Elect Redonda G. Miller	Mgmt	For	For	For
10	Elect Dennis M. Nally	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	Against	For

AMGEN Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	05/19/2023		Voted	
AMGN	CUSIP 031162100	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Wanda M. Austin	Mgmt	For	For	For
2	Elect Robert A. Bradway	Mgmt	For	For	For
3	Elect Michael V. Drake	Mgmt	For	Against	Against
4	Elect Brian J. Druker	Mgmt	For	For	For
5	Elect Robert A. Eckert	Mgmt	For	Against	Against
6	Elect Greg C. Garland	Mgmt	For	Against	Against
7	Elect Charles M. Holley, Jr.	Mgmt	For	Against	Against
8	Elect S. Omar Ishrak	Mgmt	For	For	For
9	Elect Tyler Jacks	Mgmt	For	For	For
10	Elect Ellen J. Kullman	Mgmt	For	Against	Against
11	Elect Amy E. Miles	Mgmt	For	Against	Against
12	Elect Ronald D. Sugar	Mgmt	For	Against	Against
13	Elect R. Sanders Williams	Mgmt	For	Against	Against
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Advisory Vote on Executive	Mgmt	For	For	For

Compensation

16 Ratification of Auditor Mgmt For Against Against

Amphenol Corporation

Ticker Security ID:
APH CUSIP 032095101

Meeting Date
05/18/2023
Country of Trade
United States

Meeting Status
Voted

Meeting Type
Annual

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Nancy A. Altobello	Mgmt	For	For	For
2	Elect David P. Falck	Mgmt	For	Against	Against
3	Elect Edward G. Jepsen	Mgmt	For	For	For
4	Elect Rita S. Lane	Mgmt	For	For	For
5	Elect Robert A. Livingston	Mgmt	For	For	For
6	Elect Martin H. Loeffler	Mgmt	For	Against	Against
7	Elect R. Adam Norwitt	Mgmt	For	For	For
8	Elect Prahlad R. Singh	Mgmt	For	For	For
9	Elect Anne C. Wolff	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Shareholder Proposal Regarding Political Contributions and Expenditures Report	ShrHoldr	Against	For	Against

Annaly Capital Management, Inc.

Ticker Security ID:
NLY CUSIP 035710839

Meeting Date
05/17/2023
Country of Trade
United States

Meeting Status
Voted

Meeting Type
Annual

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against
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					Mgmt
1	Elect Francine J. Bovich	Mgmt	For	For	For
2	Elect David L. Finkelstein	Mgmt	For	For	For
3	Elect Thomas Hamilton	Mgmt	For	For	For
4	Elect Kathy Hopinkah Hannan	Mgmt	For	For	For
5	Elect Michael Haylon	Mgmt	For	Against	Against
6	Elect Martin Laguerre	Mgmt	For	For	For
7	Elect Eric A. Reeves	Mgmt	For	For	For
8	Elect John H. Schaefer	Mgmt	For	For	For
9	Elect Glenn A. Votek	Mgmt	For	For	For
10	Elect Vicki Williams	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Decrease in Authorized Common Stock	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	For	For
15	Shareholder Proposal Regarding Right to Call Special Meetings	ShrHoldr	Against	For	Against

ANSYS, Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	05/12/2023		Voted	
ANSS	CUSIP 03662Q105	Country of Trade			
Meeting Type		United States			
Annual		Proponent			
Issue No.	Description	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Robert M. Calderoni	Mgmt	For	For	For
2	Elect Glenda M. Dorchak	Mgmt	For	For	For
3	Elect Ajei S. Gopal	Mgmt	For	For	For

4	Ratification of Auditor	Mgmt	For	Against	Against
5	Advisory Vote on Executive Compensation	Mgmt	For	For	For
6	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
7	Repeal of Classified Board	Mgmt	For	For	For

Aon plc		Meeting Date		Meeting Status	
Ticker	Security ID:	06/16/2023		Voted	
AON	CUSIP G0408V102	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Lester B. Knight	Mgmt	For	Against	Against
2	Elect Gregory C. Case	Mgmt	For	For	For
3	Elect CAI Jinyong	Mgmt	For	For	For
4	Elect Jeffrey C. Campbell	Mgmt	For	Against	Against
5	Elect Fulvio Conti	Mgmt	For	For	For
6	Elect Cheryl A. Francis	Mgmt	For	For	For
7	Elect Adriana Karaboutis	Mgmt	For	For	For
8	Elect Richard C. Notebaert	Mgmt	For	For	For
9	Elect Gloria Santona	Mgmt	For	For	For
10	Elect Sarah E. Smith	Mgmt	For	For	For
11	Elect Byron O. Spruell	Mgmt	For	For	For
12	Elect Carolyn Y. Woo	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Appointment of Statutory	Mgmt	For	Against	Against

	Auditor				
17	Authority to Set Statutory Auditor's Fees	Mgmt	For	For	For
18	Amendment to the 2011 Incentive Plan	Mgmt	For	For	For
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APA Corporation					
Ticker	Security ID:	Meeting Date		Meeting Status	
APA	CUSIP 03743Q108	05/23/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Annell R. Bay	Mgmt	For	Against	Against
2	Elect John J. Christmann IV	Mgmt	For	For	For
3	Elect Juliet S. Ellis	Mgmt	For	For	For
4	Elect Charles W. Hooper	Mgmt	For	For	For
5	Elect Chansoo Joung	Mgmt	For	For	For
6	Elect H. Lamar McKay	Mgmt	For	Against	Against
7	Elect Amy H. Nelson	Mgmt	For	For	For
8	Elect Daniel W. Rabun	Mgmt	For	For	For
9	Elect Peter A. Ragauss	Mgmt	For	For	For
10	Elect David L. Stover	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Amendment to Allow Exculpation of Officers	Mgmt	For	Against	Against

AppFolio, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
APPF	CUSIP 03783C100	06/16/2023	Voted
Meeting Type		Country of Trade	

Annual Issue No.	Description	United States Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Olivia Nottebohm	Mgmt	For	For	For
1.2	Elect Alex Wolf	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	Withhold	Against

Apple Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	03/10/2023		Voted	
AAPL	CUSIP 037833100	Country of Trade			
Meeting Type		United States			
Annual Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect James A. Bell	Mgmt	For	For	For
2	Elect Timothy D. Cook	Mgmt	For	For	For
3	Elect Albert A. Gore	Mgmt	For	For	For
4	Elect Alex Gorsky	Mgmt	For	For	For
5	Elect Andrea Jung	Mgmt	For	For	For
6	Elect Arthur D. Levinson	Mgmt	For	For	For
7	Elect Monica C. Lozano	Mgmt	For	For	For
8	Elect Ronald D. Sugar	Mgmt	For	For	For
9	Elect Susan L. Wagner	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Shareholder Proposal Regarding Civil Rights Audit	ShrHoldr	Against	Against	For
14	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For

15	Shareholder Proposal Regarding Shareholder Engagement with the Board	ShrHoldr	Against	Against	For
16	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	ShrHoldr	Against	For	Against
17	Shareholder Proposal Regarding Proxy Access Bylaw Amendment	ShrHoldr	Against	Against	For

Applied Materials, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
AMAT	CUSIP 038222105	03/09/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Rani Borkar	Mgmt	For	For	For
2	Elect Judy Bruner	Mgmt	For	For	For
3	Elect Xun Chen	Mgmt	For	For	For
4	Elect Aart J. de Geus	Mgmt	For	For	For
5	Elect Gary E. Dickerson	Mgmt	For	For	For
6	Elect Thomas J. Iannotti	Mgmt	For	Against	Against
7	Elect Alexander A. Karsner	Mgmt	For	For	For
8	Elect Kevin P. March	Mgmt	For	For	For
9	Elect Yvonne McGill	Mgmt	For	For	For
10	Elect Scott A. McGregor	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Ratification of Auditor	Mgmt	For	For	For
14	Shareholder Proposal	ShrHoldr	Against	For	Against

	Regarding Right to Call Special Meetings				
15	Shareholder Proposal Regarding Improvement of Executive Compensation Program	ShrHoldr	Against	For	Against

Arch Capital Group Ltd.		Meeting Date		Meeting Status	
Ticker	Security ID:	05/04/2023		Voted	
ACGL	CUSIP G0450A105	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Francis Ebong	Mgmt	For	Against	Against
2	Elect Eileen A. Mallesch	Mgmt	For	Against	Against
3	Elect Louis J. Paglia	Mgmt	For	For	For
4	Elect Brian S. Posner	Mgmt	For	Against	Against
5	Elect John D. Vollaro	Mgmt	For	For	For
6	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
7	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
8	Amendment to the 2007 Employee Share Purchase Plan	Mgmt	For	For	For
9	Ratification of Auditor	Mgmt	For	Against	Against
10	Elect Matthew Dragonetti	Mgmt	For	For	For
11	Elect Seamus Fearon	Mgmt	For	For	For
12	Elect H. Beau Franklin	Mgmt	For	For	For
13	Elect Jerome Halgan	Mgmt	For	For	For
14	Elect James Haney	Mgmt	For	For	For
15	Elect Chris Hovey	Mgmt	For	For	For
16	Elect Pierre Jal	Mgmt	For	For	For
17	Elect Francois Morin	Mgmt	For	Against	Against

18	Elect David J. Mulholland	Mgmt	For	For	For
19	Elect Chiara Nannini	Mgmt	For	Against	Against
20	Elect Maamoun Rajeh	Mgmt	For	For	For
21	Elect Christine Todd	Mgmt	For	For	For

Arista Networks, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
ANET	CUSIP 040413106	06/14/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Lewis Chew	Mgmt	For	Withhold	Against
1.2	Elect Douglas Merritt	Mgmt	For	Withhold	Against
1.3	Elect Mark B. Templeton	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Ratification of Auditor	Mgmt	For	For	For

Arrow Electronics, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
ARW	CUSIP 042735100	05/17/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect William F. Austen	Mgmt	For	Withhold	Against
1.2	Elect Fabian T. Garcia	Mgmt	For	For	For
1.3	Elect Steven H. Gunby	Mgmt	For	Withhold	Against
1.4	Elect Gail E. Hamilton	Mgmt	For	For	For
1.5	Elect Andrew Kerin	Mgmt	For	For	For
1.6	Elect Sean J Kerins	Mgmt	For	For	For
1.7	Elect Carol P. Lowe	Mgmt	For	For	For
1.8	Elect Mary T. McDowell	Mgmt	For	For	For
1.9	Elect Stephen C. Patrick	Mgmt	For	For	For
1.10	Elect Gerry P. Smith	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	Against	Against
3	Advisory Vote on Executive Compensation	Mgmt	For	For	For

4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
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Ashland Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
ASH	CUSIP 044186104	01/24/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Steven D. Bishop	Mgmt	For	For	For
2	Elect Brendan M. Cummins	Mgmt	For	For	For
3	Elect Suzan F. Harrison	Mgmt	For	For	For
4	Elect Jay V. Ihlenfeld	Mgmt	For	For	For
5	Elect Wetteny Joseph	Mgmt	For	For	For
6	Elect Susan L. Main	Mgmt	For	For	For
7	Elect Guillermo Novo	Mgmt	For	For	For
8	Elect Jerome A. Peribere	Mgmt	For	For	For
9	Elect Janice J. Teal	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Astrazeneca plc

Ticker	Security ID:	Meeting Date	Meeting Status		
AZN	CUSIP 046353108	04/27/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Accounts and Reports	Mgmt	For	For	For
2	Final Dividend	Mgmt	For	For	For
3	Appointment of Auditor	Mgmt	For	For	For
4	Authority to Set Auditor's Fees	Mgmt	For	For	For

5	Elect Michel Demare	Mgmt	For	For	For
6	Elect Pascal Soriot	Mgmt	For	For	For
7	Elect Aradhana Sarin	Mgmt	For	For	For
8	Elect Philip Broadley	Mgmt	For	For	For
9	Elect Euan Ashley	Mgmt	For	For	For
10	Elect Deborah DiSanzo	Mgmt	For	For	For
11	Elect Diana Layfield	Mgmt	For	For	For
12	Elect Sherilyn S. McCoy	Mgmt	For	For	For
13	Elect Tony MOK Shu Kam	Mgmt	For	For	For
14	Elect Nazneen Rahman	Mgmt	For	For	For
15	Elect Andreas Rummelt	Mgmt	For	For	For
16	Elect Marcus Wallenberg	Mgmt	For	For	For
17	Remuneration Report	Mgmt	For	For	For
18	Authorisation of Political Donations	Mgmt	For	For	For
19	Authority to Issue Shares w/ Preemptive Rights	Mgmt	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights	Mgmt	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Mgmt	For	For	For
22	Authority to Repurchase Shares	Mgmt	For	For	For
23	Authority to Set General Meeting Notice Period at 14 Days	Mgmt	For	For	For
24	Adoption of New Articles	Mgmt	For	For	For

AT&T Inc.

Ticker

Security ID:

CUSIP 00206R102

Meeting Date

05/18/2023

Country of Trade

United States

Meeting Status

Voted

Meeting Type

Annual

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Scott T. Ford	Mgmt	For	For	For
2	Elect Glenn H. Hutchins	Mgmt	For	Against	Against
3	Elect William E. Kennard	Mgmt	For	Against	Against
4	Elect Stephen J. Luczo	Mgmt	For	For	For
5	Elect Michael B. McCallister	Mgmt	For	For	For
6	Elect Beth E. Mooney	Mgmt	For	Against	Against
7	Elect Matthew K. Rose	Mgmt	For	For	For
8	Elect John T. Stankey	Mgmt	For	For	For
9	Elect Cindy B. Taylor	Mgmt	For	For	For
10	Elect Luis A. Ubinas	Mgmt	For	Against	Against
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For
15	Shareholder Proposal Regarding Racial Equity Audit	ShrHoldr	Against	For	Against

Autodesk, Inc.

Ticker Security ID:
ADSK CUSIP 052769106

Meeting Date
06/21/2023
Country of Trade
United States

Meeting Status
Voted

Meeting Type
Annual

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Andrew Anagnost	Mgmt	For	For	For
2	Elect Karen Blasing	Mgmt	For	For	For
3	Elect Reid French	Mgmt	For	For	For
4	Elect Ayanna M. Howard	Mgmt	For	For	For
5	Elect Blake J. Irving	Mgmt	For	For	For
6	Elect Mary T. McDowell	Mgmt	For	For	For

7	Elect Stephen D. Milligan	Mgmt	For	For	For
8	Elect Lorrie M. Norrington	Mgmt	For	Against	Against
9	Elect Elizabeth S. Rafael	Mgmt	For	For	For
10	Elect Rami Rahim	Mgmt	For	For	For
11	Elect Stacy J. Smith	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Automatic Data Processing, Inc.

Ticker Security ID:
ADP CUSIP 053015103

Meeting Date
11/09/2022

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No. Description

Proponent Mgmt Rec

Vote Cast For/Against
Mgmt

1	Elect Peter E. Bisson	Mgmt	For	For	For
2	Elect David V. Goeckeler	Mgmt	For	For	For
3	Elect Linnie M. Haynesworth	Mgmt	For	For	For
4	Elect John P. Jones	Mgmt	For	For	For
5	Elect Francine S. Katsoudas	Mgmt	For	For	For
6	Elect Nazzic S. Keene	Mgmt	For	For	For
7	Elect Thomas J. Lynch	Mgmt	For	For	For
8	Elect Scott F. Powers	Mgmt	For	For	For
9	Elect William J. Ready	Mgmt	For	Against	Against
10	Elect Carlos A. Rodriguez	Mgmt	For	For	For
11	Elect Sandra S. Wijnberg	Mgmt	For	For	For

12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Amendment to the Employee Stock Purchase Plan	Mgmt	For	For	For

AutoZone, Inc.

Ticker		Security ID:	Meeting Date		Meeting Status	
AZO		CUSIP 053332102	12/14/2022		Voted	
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Michael A. George	Mgmt	For	For	For	
2	Elect Linda A. Goodspeed	Mgmt	For	For	For	
3	Elect Earl G. Graves, Jr.	Mgmt	For	For	For	
4	Elect Enderson Guimaraes	Mgmt	For	For	For	
5	Elect Brian Hannasch	Mgmt	For	For	For	
6	Elect D. Bryan Jordan	Mgmt	For	For	For	
7	Elect Gale V. King	Mgmt	For	For	For	
8	Elect George R. Mrkonic, Jr.	Mgmt	For	For	For	
9	Elect William C. Rhodes, III	Mgmt	For	For	For	
10	Elect Jill Ann Soltau	Mgmt	For	For	For	
11	Ratification of Auditor	Mgmt	For	Against	Against	
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For	

Axon Enterprise, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
AXON	CUSIP 05464C101	05/31/2023	Voted

Meeting Type Annual		Country of Trade United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Adriane M. Brown	Mgmt	For	Against	Against
2	Elect Michael Garnreiter	Mgmt	For	Against	Against
3	Elect Mark W. Kroll	Mgmt	For	Against	Against
4	Elect Matthew R. McBrady	Mgmt	For	For	For
5	Elect Hadi Partovi	Mgmt	For	Against	Against
6	Elect Graham Smith	Mgmt	For	For	For
7	Elect Patrick W. Smith	Mgmt	For	For	For
8	Elect Jeri Williams	Mgmt	For	For	For
9	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
10	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
11	Ratification of Auditor	Mgmt	For	For	For
12	Approval of 2023 CEO Performance Award	Mgmt	For	Against	Against
13	Shareholder Proposal Regarding Discontinuation of Plans for a Remotely-Operated, Non-Lethal TASER Drone System	ShrHoldr	Against	For	Against

Ball Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
BALL	CUSIP 058498106	04/26/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Cathy D. Ross	Mgmt	For	For	For
2	Elect Betty J. Sapp	Mgmt	For	For	For

3	Elect Stuart A. Taylor, II	Mgmt	For	For	For
4	Ratification of Auditor	Mgmt	For	Against	Against
5	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
6	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Bank of America Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
BAC	CUSIP 060505583	04/25/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Sharon L. Allen	Mgmt	For	For	For
2	Elect Jose E. Almeida	Mgmt	For	For	For
3	Elect Frank P. Bramble, Sr.	Mgmt	For	For	For
4	Elect Pierre J. P. de Weck	Mgmt	For	For	For
5	Elect Arnold W. Donald	Mgmt	For	For	For
6	Elect Linda P. Hudson	Mgmt	For	For	For
7	Elect Monica C. Lozano	Mgmt	For	For	For
8	Elect Brian T. Moynihan	Mgmt	For	For	For
9	Elect Lionel L. Nowell, III	Mgmt	For	For	For
10	Elect Denise L. Ramos	Mgmt	For	For	For
11	Elect Clayton S. Rose	Mgmt	For	For	For
12	Elect Michael D. White	Mgmt	For	For	For
13	Elect Thomas D. Woods	Mgmt	For	For	For
14	Elect Maria T. Zuber	Mgmt	For	Against	Against
15	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
16	Frequency of Advisory Vote on Executive	Mgmt	1 Year	1 Year	For

	Compensation				
17	Ratification of Auditor	Mgmt	For	Against	Against
18	Amendment to the Bank of America Corporation Equity Plan	Mgmt	For	For	For
19	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	Against	For
21	Shareholder Proposal Regarding Report on Absolute GHG Targets and Alignment with Paris Agreement	ShrHoldr	Against	For	Against
22	Shareholder Proposal Regarding Transition Plan Report for Financing Activities	ShrHoldr	Against	For	Against
23	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	ShrHoldr	Against	For	Against
24	Shareholder Proposal Regarding a Racial Equity Audit	ShrHoldr	Against	For	Against

BankUnited, Inc.

Ticker Security ID:
BKU CUSIP 06652K103

Meeting Type
Annual

Meeting Date
05/16/2023
Country of Trade
United States

Meeting Status
Voted

Issue No. Description

Proponent Mgmt Rec

Vote Cast For/Against
Mgmt

1.1	Elect Rajinder P. Singh	Mgmt	For	For	For
1.2	Elect Tere Blanca	Mgmt	For	For	For
1.3	Elect John N. DiGiacomo	Mgmt	For	For	For
1.4	Elect Michael J. Dowling	Mgmt	For	For	For
1.5	Elect Douglas J. Pauls	Mgmt	For	Withhold	Against
1.6	Elect A. Gail Prudenti	Mgmt	For	Withhold	Against
1.7	Elect William S. Rubenstein	Mgmt	For	For	For
1.8	Elect Germaine Smith-Baugh, Ed. D.	Mgmt	For	For	For
1.9	Elect Sanjiv Sobti, Ph. D.	Mgmt	For	Withhold	Against
1.10	Elect Lynne Wines	Mgmt	For	Withhold	Against
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
4	Approval of the 2023 Omnibus Equity Incentive Plan	Mgmt	For	For	For

Baxter International Inc.

Ticker Security ID:
BAX CUSIP 071813109

Meeting Type

Annual

Issue No. Description

Meeting Date

05/02/2023

Country of Trade

United States

Proponent Mgmt Rec

Meeting Status

Voted

Vote Cast For/Against
Mgmt

1	Elect Jose E. Almeida	Mgmt	For	For	For
2	Elect Michael F. Mahoney	Mgmt	For	For	For
3	Elect Patricia Morrison	Mgmt	For	For	For
4	Elect Stephen N. Oesterle	Mgmt	For	For	For

5	Elect Nancy M. Schlichting	Mgmt	For	For	For
6	Elect Brent Shafer	Mgmt	For	For	For
7	Elect Catherine R. Smith	Mgmt	For	Against	Against
8	Elect Amy M. Wendell	Mgmt	For	For	For
9	Elect David S. Wilkes	Mgmt	For	For	For
10	Elect Peter M. Wilver	Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	Against	For
15	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	ShrHoldr	Against	Against	For

BCE Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	05/04/2023		Voted	
BCE	CUSIP 05534B760	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Mirko Bibic	Mgmt	For	For	For
2	Elect David F. Denison	Mgmt	For	For	For
3	Elect Robert P. Dexter	Mgmt	For	For	For
4	Elect Katherine Lee	Mgmt	For	For	For
5	Elect Monique F. Leroux	Mgmt	For	For	For
6	Elect Sheila A. Murray	Mgmt	For	For	For
7	Elect Gordon M. Nixon	Mgmt	For	For	For
8	Elect Louis P. Pagnutti	Mgmt	For	For	For
9	Elect Calin Rovinescu	Mgmt	For	For	For
10	Elect Karen Sheriff	Mgmt	For	For	For

11	Elect Robert C. Simmonds	Mgmt	For	For	For
12	Elect Jennifer Tory	Mgmt	For	For	For
13	Elect Louis Vachon	Mgmt	For	For	For
14	Elect Cornell Wright	Mgmt	For	For	For
15	Appointment of Auditor	Mgmt	For	Withhold	Against
16	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Beacon Roofing Supply, Inc.

Ticker Security ID:

BECN CUSIP 073685109

Meeting Type

Annual

Meeting Date

05/17/2023

Country of Trade

United States

Meeting Status

Voted

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Philip W. Knisely	Mgmt	For	Withhold	Against
2	Elect Julian G. Francis	Mgmt	For	For	For
3	Elect Barbara G. Fast	Mgmt	For	For	For
4	Elect Richard W. Frost	Mgmt	For	For	For
5	Elect Alan Gershenhorn	Mgmt	For	Withhold	Against
6	Elect Melanie M. Hart	Mgmt	For	For	For
7	Elect Racquel H. Mason	Mgmt	For	For	For
8	Elect Robert M. McLaughlin	Mgmt	For	For	For
9	Elect Earl Newsome, Jr.	Mgmt	For	For	For
10	Elect Neil S. Novich	Mgmt	For	For	For
11	Elect Stuart A. Randle	Mgmt	For	For	For
12	Elect Nathan K. Sleeper	Mgmt	For	For	For
13	Elect Douglas L. Young	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
17	Approval of the 2023 Employee Stock Purchase Plan	Mgmt	For	For	For

Berkshire Hathaway Inc.
 Ticker Security ID:
 BRKA CUSIP 084670702

Meeting Date
 05/06/2023
 Country of Trade
 United States

Meeting Status
 Voted

Meeting Type
 Annual

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Warren E. Buffett	Mgmt	For	For	For
1.2	Elect Charles T. Munger	Mgmt	For	Withhold	Against
1.3	Elect Gregory E. Abel	Mgmt	For	For	For
1.4	Elect Howard G. Buffett	Mgmt	For	For	For
1.5	Elect Susan A. Buffett	Mgmt	For	For	For
1.6	Elect Stephen B. Burke	Mgmt	For	Withhold	Against
1.7	Elect Kenneth I. Chenault	Mgmt	For	Withhold	Against
1.8	Elect Christopher C. Davis	Mgmt	For	For	For
1.9	Elect Susan L. Decker	Mgmt	For	Withhold	Against
1.10	Elect Charlotte Guymann	Mgmt	For	Withhold	Against
1.11	Elect Ajit Jain	Mgmt	For	For	For
1.12	Elect Thomas S. Murphy, Jr.	Mgmt	For	For	For
1.13	Elect Ronald L. Olson	Mgmt	For	For	For
1.14	Elect Wallace R. Weitz	Mgmt	For	For	For
1.15	Elect Meryl B. Witmer	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	3 Years	1 Year	Against
4	Shareholder Proposal Regarding Climate Report	ShrHoldr	Against	For	Against
5	Shareholder Proposal Regarding Disclosure and Oversight of Climate Change Risks	ShrHoldr	Against	For	Against
6	Shareholder Proposal Regarding Aligning	ShrHoldr	Against	For	Against

	GHG Reductions with Paris Agreement				
7	Shareholder Proposal Regarding Diversity and Inclusion Report	ShrHoldr	Against	For	Against
8	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For
9	Shareholder Proposal Regarding Public Positions on Political Speech	ShrHoldr	Against	Against	For

Berry Global Group, Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	02/15/2023		Voted	
BERY	CUSIP 08579W103	Country of Trade			
Meeting Type		United States			
Annual		Proponent		Vote Cast	
Issue No.	Description	Mgmt	Rec		For/Against Mgmt
1	Elect B. Evan Bayh	Mgmt	For	For	For
2	Elect Jonathan F. Foster	Mgmt	For	For	For
3	Elect Idalene F. Kesner	Mgmt	For	Against	Against
4	Elect Jill A. Rahman	Mgmt	For	Against	Against
5	Elect Carl J. (Rick) Rickertsen	Mgmt	For	For	For
6	Elect Thomas E. Salmon	Mgmt	For	For	For
7	Elect Chaney M. Sheffield, Jr.	Mgmt	For	Against	Against
8	Elect Robert A. Steele	Mgmt	For	Against	Against
9	Elect Stephen E. Sterrett	Mgmt	For	For	For
10	Elect Scott B. Ullem	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive	Mgmt	For	Against	Against

Compensation

Best Buy Co., Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
BBY	CUSIP 086516101		06/14/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Corie S. Barry	Mgmt	For		For	For
2	Elect Lisa M. Caputo	Mgmt	For		For	For
3	Elect J. Patrick Doyle	Mgmt	For		Against	Against
4	Elect David W. Kenny	Mgmt	For		For	For
5	Elect Mario J. Marte	Mgmt	For		For	For
6	Elect Karen A. McLoughlin	Mgmt	For		For	For
7	Elect Claudia Fan Munce	Mgmt	For		For	For
8	Elect Richelle P. Parham	Mgmt	For		For	For
9	Elect Steven E. Rendle	Mgmt	For		For	For
10	Elect Sima D. Sistani	Mgmt	For		For	For
11	Elect Melinda D. Whittington	Mgmt	For		For	For
12	Elect Eugene A. Woods	Mgmt	For		For	For
13	Ratification of Auditor	Mgmt	For		For	For
14	Advisory Vote on Executive Compensation	Mgmt	For		For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year		1 Year	For

Biogen Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
BIIB	CUSIP 09062X103		06/26/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Alexander J. Denner	Mgmt	For		Abstain	Against

2	Elect Caroline D. Dorsa	Mgmt	For	For	For
3	Elect Maria C. Freire	Mgmt	For	For	For
4	Elect William A. Hawkins	Mgmt	For	For	For
5	Elect William D. Jones	Mgmt	For	Abstain	Against
6	Elect Jesus B. Mantas	Mgmt	For	For	For
7	Elect Richard C. Mulligan	Mgmt	For	Abstain	Against
8	Elect Eric K. Rowinsky	Mgmt	For	For	For
9	Elect Stephen A. Sherwin	Mgmt	For	For	For
10	Elect Christopher A. Viehbacher	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Elect Susan K. Langer	Mgmt	For	For	For

Bio-Rad Laboratories, Inc.

Ticker Security ID:

BIO CUSIP 090572207

Meeting Type

Annual

Issue No. Description

Meeting Date

04/25/2023

Country of Trade

United States

Proponent Mgmt Rec

Meeting Status

Voted

Vote Cast For/Against Mgmt

1	Elect Melinda Litherland	Mgmt	For	Against	Against
2	Elect Arnold A. Pinkston	Mgmt	For	Against	Against
3	Ratification of Auditor	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
5	Frequency of Advisory Vote on Executive Compensation	Mgmt	3 Years	1 Year	Against

6	Shareholder Proposal Regarding Political Contributions and Expenditures Report	ShrHoldr	Against	For	Against
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Bio-Techne Corporation		Meeting Date		Meeting Status	
Ticker	Security ID:	10/27/2022		Voted	
TECH	CUSIP 09073M104	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Board Size	Mgmt	For	For	For
2	Elect Robert V. Baumgartner	Mgmt	For	Against	Against
3	Elect Julie L. Bushman	Mgmt	For	For	For
4	Elect John L. Higgins	Mgmt	For	Against	Against
5	Elect Joseph D. Keegan	Mgmt	For	For	For
6	Elect Charles R. Kummeth	Mgmt	For	For	For
7	Elect Roeland Nusse	Mgmt	For	For	For
8	Elect Alpna H. Seth	Mgmt	For	For	For
9	Elect Randolph C. Steer	Mgmt	For	For	For
10	Elect Rupert Vessey	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Increase in Authorized Common Stock	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	Against	Against

BJ's Wholesale Club Holdings, Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	06/15/2023		Voted	
BJ	CUSIP 05550J101	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Christopher J. Baldwin	Mgmt	For	Withhold	Against

1.2	Elect Darryl Brown	Mgmt	For	Withhold	Against
1.3	Elect Bob Eddy	Mgmt	For	For	For
1.4	Elect Michelle Gloeckler	Mgmt	For	Withhold	Against
1.5	Elect Maile Naylor	Mgmt	For	For	For
1.6	Elect Ken Parent	Mgmt	For	For	For
1.7	Elect Christopher H. Peterson	Mgmt	For	For	For
1.8	Elect Robert A. Steele	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Ratification of Auditor	Mgmt	For	Against	Against

BlackRock, Inc.

Ticker Security ID:
BLK CUSIP 09247X101

Meeting Date
05/24/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
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1	Elect Bader M. Alsaad	Mgmt	For		For	For
2	Elect Pamela Daley	Mgmt	For		Against	Against
3	Elect Laurence D. Fink	Mgmt	For		For	For
4	Elect William E. Ford	Mgmt	For		For	For
5	Elect Fabrizio Freda	Mgmt	For		For	For
6	Elect Murry S. Gerber	Mgmt	For		For	For
7	Elect Margaret Peggy L. Johnson	Mgmt	For		For	For

8	Elect Robert S. Kapito	Mgmt	For		For	For
9	Elect Cheryl D. Mills	Mgmt	For		For	For
10	Elect Gordon M. Nixon	Mgmt	For		For	For
11	Elect Kristin C. Peck	Mgmt	For		For	For
12	Elect Charles H. Robbins	Mgmt	For		For	For

13	Elect Marco Antonio Slim Domit	Mgmt	For		For	For
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14	Elect Hans E. Vestberg	Mgmt	For		For	For
15	Elect Susan L. Wagner	Mgmt	For		For	For

16	Elect Mark Wilson Advisory Vote on Executive Compensation	Mgmt	For	For	For
17		Mgmt	For	For	For
18	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
19	Ratification of Auditor Shareholder Proposal Regarding Civil Rights Audit	Mgmt	For	Against	Against
20		ShrHoldr	Against	Against	For
21	Shareholder Proposal Regarding Report on Pension Fund Clients Investment Returns	ShrHoldr	Against	For	Against
22	Shareholder Proposal Regarding Report on Material Risks of iShares ETF	ShrHoldr	Against	For	Against

Booking Holdings Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
BKNG	CUSIP 09857L108	06/06/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Glenn D. Fogel	Mgmt	For	For	For
1.2	Elect Mirian M. Graddick-Weir	Mgmt	For	For	For
1.3	Elect Wei Hopeman	Mgmt	For	For	For
1.4	Elect Robert J. Mylod Jr.	Mgmt	For	Withhold	Against
1.5	Elect Charles H. Noski	Mgmt	For	For	For
1.6	Elect Joseph "Larry" Quinlan	Mgmt	For	For	For
1.7	Elect Nicholas J. Read	Mgmt	For	For	For
1.8	Elect Thomas E. Rothman	Mgmt	For	For	For

1.9	Elect Sumit Singh	Mgmt	For	For	For
1.10	Elect Lynn M. Vojvodich Radakovich	Mgmt	For	For	For
1.11	Elect Vanessa A. Wittman	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	For	For
3	Ratification of Auditor	Mgmt	For	Against	Against
4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
5	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	Against	For

Boot Barn Holdings, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
BOOT	CUSIP 099406100	08/29/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Peter M. Starrett	Mgmt	For	For	For
2	Elect Chris Bruzzo	Mgmt	For	For	For
3	Elect Eddie Burt	Mgmt	For	For	For
4	Elect James G. Conroy	Mgmt	For	For	For
5	Elect Lisa G. Laube	Mgmt	For	Withhold	Against
6	Elect Anne MacDonald	Mgmt	For	For	For
7	Elect Brenda I. Morris	Mgmt	For	For	For
8	Elect Brad Weston	Mgmt	For	Withhold	Against
9	Advisory Vote on Executive Compensation	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	For	For

BorgWarner Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
BWA	CUSIP 099724106	04/26/2023	Voted
Meeting Type	Country of Trade		

Annual Issue No.	Description	United States Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Sara A. Greenstein	Mgmt	For	For	For
2	Elect Michael S. Hanley	Mgmt	For	For	For
3	Elect Frederic B. Lissalde	Mgmt	For	For	For
4	Elect Shaun E. McAlmont	Mgmt	For	For	For
5	Elect Deborah D. McWhinney	Mgmt	For	For	For
6	Elect Alexis P. Michas	Mgmt	For	Against	Against
7	Elect Sailaja K. Shankar	Mgmt	For	For	For
8	Elect Hau N. Thai-Tang	Mgmt	For	For	For
9	Advisory Vote on Executive Compensation	Mgmt	For	For	For
10	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
11	Ratification of Auditor	Mgmt	For	For	For
12	Approval of the 2023 Stock Incentive Plan	Mgmt	For	For	For
13	Shareholder Proposal Regarding Right to Call Special Meetings	ShrHoldr	Against	For	Against
14	Shareholder Proposal Regarding Just Transition Reporting	ShrHoldr	Against	For	Against

Boston Properties, Inc.

Ticker Security ID:
BXP CUSIP 101121101

Meeting Type

Annual

Issue No. Description

Meeting Date
05/23/2023

Country of Trade
United States

Proponent Mgmt Rec

Meeting Status
Voted

Vote Cast For/Against

					Mgmt
1	Elect Kelly A. Ayotte	Mgmt	For	For	For
2	Elect Bruce W. Duncan	Mgmt	For	Against	Against
3	Elect Carol B. Einiger	Mgmt	For	Against	Against
4	Elect Diane J. Hoskins	Mgmt	For	Against	Against
5	Elect Mary E. Kipp	Mgmt	For	Against	Against
6	Elect Joel I. Klein	Mgmt	For	Against	Against
7	Elect Douglas T. Linde	Mgmt	For	For	For
8	Elect Matthew J. Lustig	Mgmt	For	Against	Against
9	Elect Owen D. Thomas	Mgmt	For	For	For
10	Elect William H. Walton, III	Mgmt	For	For	For
11	Elect Derek Anthony West	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against

Bristol-Myers Squibb Company

Ticker Security ID:
 BMY CUSIP 110122108

Meeting Type

Annual

Meeting Date
 05/02/2023

Country of Trade
 United States

Meeting Status
 Voted

Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
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1	Elect Peter J. Arduini	Mgmt	For	For	For
2	Elect Deepak L. Bhatt	Mgmt	For	For	For
3	Elect Giovanni Caforio	Mgmt	For	For	For
4	Elect Julia A. Haller	Mgmt	For	For	For
5	Elect Manuel Hidalgo Medina	Mgmt	For	For	For
6	Elect Paula A. Price	Mgmt	For	For	For
7	Elect Derica W. Rice	Mgmt	For	For	For
8	Elect Theodore R. Samuels, II	Mgmt	For	For	For

9	Elect Gerald Storch	Mgmt	For	For	For
10	Elect Karen H. Vousden	Mgmt	For	For	For
11	Elect Phyllis R. Yale	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	For	For
15	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
16	Shareholder Proposal Regarding Non-Discrimination Audit	ShrHoldr	Against	Against	For
17	Shareholder Proposal Regarding Allowing Beneficial Owners to Call Special Meetings	ShrHoldr	Against	Against	For

Brixmor Property Group Inc.

Ticker

Security ID:

Meeting Date

Meeting Status

BRX

CUSIP 11120U105

04/26/2023

Voted

Meeting Type

Country of Trade

Annual

United States

Issue No.

Description

Proponent

Mgmt Rec

Vote Cast

For/Against
Mgmt

1	Elect James M. Taylor Jr.	Mgmt	For	For	For
2	Elect Michael Berman	Mgmt	For	For	For
3	Elect Julie Bowerman	Mgmt	For	For	For
4	Elect Sheryl M. Crosland	Mgmt	For	Against	Against
5	Elect Thomas W. Dickson	Mgmt	For	For	For
6	Elect Daniel B. Hurwitz	Mgmt	For	For	For
7	Elect Sandra A.J. Lawrence	Mgmt	For	For	For
8	Elect William D. Rahm	Mgmt	For	For	For

9	Ratification of Auditor	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Broadcom Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
AVGO	CUSIP Y0486S104	04/03/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Diane M. Bryant	Mgmt	For	For	For
2	Elect Gayla J. Delly	Mgmt	For	For	For
3	Elect Raul J. Fernandez	Mgmt	For	For	For
4	Elect Eddy W. Hartenstein	Mgmt	For	For	For
5	Elect Check Kian Low	Mgmt	For	For	For
6	Elect Justine F. Page	Mgmt	For	For	For
7	Elect Henry S. Samueli	Mgmt	For	Against	Against
8	Elect Hock E. Tan	Mgmt	For	For	For
9	Elect Harry L. You	Mgmt	For	Against	Against
10	Ratification of Auditor	Mgmt	For	For	For
11	Amendment to the 2012 Stock Incentive Plan	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Bruker Corporation

Ticker	Security ID:	Meeting Date	Meeting Status		
BRKR	CUSIP 116794108	06/07/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Cynthia M. Friend	Mgmt	For	For	For
1.2	Elect Philip Ma	Mgmt	For	For	For
1.3	Elect Hermann Requardt	Mgmt	For	For	For

2	Advisory Vote on Executive Compensation	Mgmt	For	For	For
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Ratification of Auditor	Mgmt	For	For	For

Cactus, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
WHD	CUSIP 127203107	05/16/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Scott Bender	Mgmt	For	For	For
1.2	Elect Gary L. Rosenthal	Mgmt	For	Withhold	Against
1.3	Elect Bruce Rothstein	Mgmt	For	Withhold	Against
2	Ratification of Auditor	Mgmt	For	For	For
3	Amendment to the Long-Term Incentive Plan	Mgmt	For	For	For

Cadence Design Systems, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
CDNS	CUSIP 127387108	05/04/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Mark W. Adams	Mgmt	For	For	For
2	Elect Ita M. Brennan	Mgmt	For	Against	Against
3	Elect Lewis Chew	Mgmt	For	For	For
4	Elect Anirudh Devgan	Mgmt	For	For	For
5	Elect Mary L. Krakauer	Mgmt	For	Against	Against
6	Elect Julia Liuson	Mgmt	For	For	For
7	Elect James D. Plummer	Mgmt	For	For	For
8	Elect Alberto Sangiovanni-Vincentelli	Mgmt	For	For	For
9	Elect John B. Shoven	Mgmt	For	For	For
10	Elect Young K. Sohn	Mgmt	For	For	For
11	Amendment to the Omnibus Equity	Mgmt	For	For	For

	Incentive Plan				
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	For	For
15	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	ShrHoldr	Against	Against	For
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Capital One Financial Corporation					
Ticker	Security ID:	Meeting Date		Meeting Status	
COF	CUSIP 14040H105	05/04/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Richard D. Fairbank	Mgmt	For	For	For
2	Elect Ime Archibong	Mgmt	For	For	For
3	Elect Christine R. Detrick	Mgmt	For	For	For
4	Elect Ann Fritz Hackett	Mgmt	For	Against	Against
5	Elect Peter Thomas Killalea	Mgmt	For	For	For
6	Elect Eli Leenaars	Mgmt	For	For	For
7	Elect Francois Locoh-Donou	Mgmt	For	Against	Against
8	Elect Peter E. Raskind	Mgmt	For	Against	Against
9	Elect Eileen M. Serra	Mgmt	For	For	For
10	Elect Mayo A. Shattuck III	Mgmt	For	Against	Against
11	Elect Bradford H. Warner	Mgmt	For	Against	Against

12	Elect Craig Anthony Williams	Mgmt	For	For	For
13	Elimination of Supermajority Requirement	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Amendment to the 2004 Stock Incentive Plan	Mgmt	For	For	For
17	Ratification of Auditor	Mgmt	For	Against	Against
18	Shareholder Proposal Regarding Simple Majority Vote	ShrHoldr	Against	Against	For
19	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Disclosure of a Board Diversity and Skills Matrix	ShrHoldr	Against	For	Against

Capri Holdings Limited

Ticker Security ID:
CPRI CUSIP G1890L107

Meeting Type
Annual

Meeting Date
08/03/2022

Country of Trade
United States

Meeting Status
Voted

Issue No. Description

Proponent Mgmt Rec

Vote Cast For/Against
Mgmt

1	Elect Judy Gibbons	Mgmt	For	For	For
2	Elect Jane Thompson	Mgmt	For	For	For
3	Ratification of Auditor	Mgmt	For	For	For
4	Advisory Vote on	Mgmt	For	For	For

Executive Compensation						
5	Amendment to the Omnibus Incentive Plan	Mgmt	For	For	For	
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Cardinal Health, Inc.						
Ticker	Security ID:	Meeting Date		Meeting Status		
CAH	CUSIP 14149Y108	11/09/2022		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Steven K. Barg	Mgmt	For	For	For	
2	Elect Michelle M. Brennan	Mgmt	For	For	For	
3	Elect Sujatha Chandrasekaran	Mgmt	For	For	For	
4	Elect Carrie S. Cox	Mgmt	For	For	For	
5	Elect Bruce L. Downey	Mgmt	For	For	For	
6	Elect Sheri H. Edison	Mgmt	For	For	For	
7	Elect David C. Evans	Mgmt	For	For	For	
8	Elect Patricia Hemingway Hall	Mgmt	For	For	For	
9	Elect Jason M. Hollar	Mgmt	For	For	For	
10	Elect Akhil Johri	Mgmt	For	For	For	
11	Elect Gregory B. Kenny	Mgmt	For	For	For	
12	Elect Nancy Killefer	Mgmt	For	For	For	
13	Elect Christine A. Mundkur	Mgmt	For	For	For	
14	Ratification of Auditor	Mgmt	For	Against	Against	
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For	

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Carter's, Inc.						
Ticker	Security ID:	Meeting Date		Meeting Status		
CRI	CUSIP 146229109	05/17/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against	

Mgmt					
1	Elect Rochester Anderson Jr.	Mgmt	For	For	For
2	Elect Jeffrey H. Black	Mgmt	For	For	For
3	Elect Hali Borenstein	Mgmt	For	For	For
4	Elect Luis A. Borgen	Mgmt	For	For	For
5	Elect Michael D. Casey	Mgmt	For	For	For
6	Elect Jevin S. Eagle	Mgmt	For	For	For
7	Elect Mark P. Hipp	Mgmt	For	For	For
8	Elect William J. Montgoris	Mgmt	For	Against	Against
9	Elect Stacey S. Rauch	Mgmt	For	For	For
10	Elect Gretchen W. Schar	Mgmt	For	Against	Against
11	Elect Stephanie P. Stahl	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against

Caterpillar Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
CAT	CUSIP 149123101	06/14/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Kelly A. Ayotte	Mgmt	For	For	For
2	Elect David L. Calhoun	Mgmt	For	For	For
3	Elect Daniel M. Dickinson	Mgmt	For	Against	Against
4	Elect James C. Fish, Jr.	Mgmt	For	For	For
5	Elect Gerald Johnson	Mgmt	For	For	For
6	Elect David W. MacLennan	Mgmt	For	For	For

7	Elect Judith F. Marks	Mgmt	For	For	For
8	Elect Debra L. Reed-Klages	Mgmt	For	For	For
9	Elect Susan C. Schwab	Mgmt	For	For	For
10	Elect D. James Umpleby III	Mgmt	For	For	For
11	Elect Rayford Wilkins Jr.	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Approval of the 2023 Long-Term Incentive Plan	Mgmt	For	For	For
16	Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	ShrHoldr	Against	For	Against
17	Shareholder Proposal Regarding Lobbying Report	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Report on Effectiveness of Due Diligence Process	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Civil Rights Audit	ShrHoldr	Against	Against	For

Celanese Corporation

Ticker
CE

Security ID:
CUSIP 150870103

Meeting Date
04/20/2023

Meeting Status
Voted

Meeting Type Annual		Country of Trade United States		Vote Cast	For/Against Mgmt
Issue No.	Description	Proponent	Mgmt Rec		
1	Elect Jean S. Blackwell	Mgmt	For	For	For
2	Elect William M. Brown	Mgmt	For	For	For
3	Elect Edward G. Galante	Mgmt	For	For	For
4	Elect Kathryn M. Hill	Mgmt	For	For	For
5	Elect David F. Hoffmeister	Mgmt	For	For	For
6	Elect Jay V. Ihlenfeld	Mgmt	For	For	For
7	Elect Deborah J. Kissire	Mgmt	For	Against	Against
8	Elect Michael Koenig	Mgmt	For	For	For
9	Elect Kim K.W. Rucker	Mgmt	For	Against	Against
10	Elect Lori J. Ryerkerk	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Amendment to the 2018 Global Incentive Plan	Mgmt	For	For	For

Centene Corporation		Meeting Date		Meeting Status	
Ticker	Security ID:	09/27/2022		Voted	
CNC	CUSIP 15135B101				
Meeting Type		Country of Trade			
Special		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Repeal of Classified Board	Mgmt	For	For	For
2	Permit Shareholders to Call Special Meetings	Mgmt	For	For	For
3	Permit Shareholders to Act by Written	Mgmt	For	For	For

Consent					
4	Right to Adjourn Meeting	Mgmt	For	For	For
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Charles River Laboratories International, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
CRL	CUSIP 159864107	05/09/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect James C. Foster	Mgmt	For	For	For
2	Elect Nancy C. Andrews	Mgmt	For	Against	Against
3	Elect Robert J. Bertolini	Mgmt	For	For	For
4	Elect Deborah T. Kochevar	Mgmt	For	Against	Against
5	Elect George Llado, Sr.	Mgmt	For	Against	Against
6	Elect Martin Mackay	Mgmt	For	Against	Against
7	Elect George E. Massaro	Mgmt	For	For	For
8	Elect C. Richard Reese	Mgmt	For	For	For
9	Elect Craig B. Thompson	Mgmt	For	For	For
10	Elect Richard F. Wallman	Mgmt	For	For	For
11	Elect Virginia M. Wilson	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Shareholder Proposal Regarding Report on Nonhuman Primate Importation and Transportation	ShrHoldr	Against	For	Against

Cheniere Energy, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
LNG	CUSIP 16411R208	05/11/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect G. Andrea Botta	Mgmt	For	Against	Against
2	Elect Jack A. Fusco	Mgmt	For	For	For
3	Elect Patricia K. Collawn	Mgmt	For	For	For
4	Elect Brian E. Edwards	Mgmt	For	For	For
5	Elect Denise Gray	Mgmt	For	For	For
6	Elect Lorraine Mitchelmore	Mgmt	For	For	For
7	Elect Donald F. Robillard, Jr.	Mgmt	For	For	For
8	Elect Matthew Runkle	Mgmt	For	For	For
9	Elect Neal A. Shear	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Shareholder Proposal Regarding Risk Report on LNG Capital Investments Aligned with Paris Accord	ShrHoldr	Against	For	Against

Chesapeake Energy Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
CHK	CUSIP 165167735	06/08/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Domenic J. Dell'Osso,	Mgmt	For	For	For

	Jr.				
2	Elect Timothy S. Duncan	Mgmt	For	For	For
3	Elect Benjamin C. Duster, IV	Mgmt	For	For	For
4	Elect Sarah A. Emerson	Mgmt	For	Against	Against
5	Elect Matthew Gallagher	Mgmt	For	Against	Against
6	Elect Brian Steck	Mgmt	For	For	For
7	Elect Michael A. Wichterich	Mgmt	For	Against	Against
8	Advisory Vote on Executive Compensation	Mgmt	For	For	For
9	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
10	Ratification of Auditor	Mgmt	For	Against	Against

Chevron Corporation		Meeting Date		Meeting Status	
Ticker	Security ID:	05/31/2023		Voted	
CVX	CUSIP 166764100	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Wanda M. Austin	Mgmt	For	For	For
2	Elect John B. Frank	Mgmt	For	Against	Against
3	Elect Alice P. Gast	Mgmt	For	For	For
4	Elect Enrique Hernandez, Jr.	Mgmt	For	For	For
5	Elect Marillyn A. Hewson	Mgmt	For	For	For
6	Elect Jon M. Huntsman Jr.	Mgmt	For	For	For
7	Elect Charles W. Moorman	Mgmt	For	For	For
8	Elect Dambisa F. Moyo	Mgmt	For	For	For
9	Elect Debra L.	Mgmt	For	Against	Against

Reed-Klages

10	Elect D. James Umpleby III	Mgmt	For	For	For
11	Elect Cynthia J. Warner	Mgmt	For	For	For
12	Elect Michael K. Wirth	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Shareholder Proposal Regarding Rescission of Majority-Supported Shareholder Proposal	ShrHoldr	Against	Against	For
17	Shareholder Proposal Regarding Medium-Term Scope 3 Target	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Recalculated Emissions Baseline	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Formation of Decarbonization Risk Committee	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Just Transition Reporting	ShrHoldr	Against	For	Against
21	Shareholder Proposal Regarding Racial Equity Audit	ShrHoldr	Against	For	Against
22	Shareholder Proposal	ShrHoldr	Against	For	Against

	Regarding Report on Tax Transparency				
23	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against

Chubb Limited

Ticker	Security ID:	Meeting Date		Meeting Status	
CB	CUSIP H1467J104	05/17/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Accounts and Reports	Mgmt	For	For	For
2	Allocation of Profits	Mgmt	For	For	For
3	Dividends from Reserves	Mgmt	For	For	For
4	Ratification of Board Acts	Mgmt	For	For	For
5	Election of Statutory Auditors	Mgmt	For	For	For
6	Ratification of Auditor	Mgmt	For	Against	Against
7	Appointment of Special Auditor	Mgmt	For	For	For
8	Elect Evan G. Greenberg	Mgmt	For	For	For
9	Elect Michael P. Connors	Mgmt	For	For	For
10	Elect Michael G. Atieh	Mgmt	For	For	For
11	Elect Kathy Bonanno	Mgmt	For	For	For
12	Elect Nancy K. Buese	Mgmt	For	For	For
13	Elect Sheila P. Burke	Mgmt	For	For	For
14	Elect Michael L. Corbat	Mgmt	For	For	For
15	Elect Robert J. Hugin	Mgmt	For	For	For
16	Elect Robert W. Scully	Mgmt	For	Against	Against
17	Elect Theodore E. Shasta	Mgmt	For	For	For
18	Elect David H. Sidwell	Mgmt	For	For	For
19	Elect Olivier Steimer	Mgmt	For	For	For
20	Elect Frances F. Townsend	Mgmt	For	For	For
21	Elect Evan G.	Mgmt	For	For	For

	Greenberg as Chair				
22	Elect Michael P. Connors	Mgmt	For	For	For
23	Elect David H. Sidwell	Mgmt	For	For	For
24	Elect Frances F. Townsend	Mgmt	For	For	For
25	Appointment of Independent Proxy (Switzerland)	Mgmt	For	For	For
26	Amendments to Articles (Revision of Law)	Mgmt	For	For	For
27	Amendment to Advance Notice Period	Mgmt	For	For	For
28	Cancellation of Shares	Mgmt	For	For	For
29	Amendment to Par Value	Mgmt	For	For	For
30	Board Compensation	Mgmt	For	For	For
31	Executive Compensation (Binding)	Mgmt	For	For	For
32	Compensation Report (Switzerland)	Mgmt	For	For	For
33	Advisory Vote on Executive Compensation	Mgmt	For	For	For
34	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
35	Shareholder Proposal Regarding Aligning GHG Reductions with Paris Agreement	ShrHoldr	Against	For	Against
36	Shareholder Proposal Regarding Human Rights Risks and Underwriting Process	ShrHoldr	Against	For	Against

37	Additional or Amended Proposals	Mgmt	For	Against	Against
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Cintas Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
CTAS	CUSIP 172908105	10/25/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Gerald S. Adolph	Mgmt	For	Against	Against
2	Elect John F. Barrett	Mgmt	For	Against	Against
3	Elect Melanie W. Barstad	Mgmt	For	For	For
4	Elect Karen L. Carnahan	Mgmt	For	For	For
5	Elect Robert E. Coletti	Mgmt	For	For	For
6	Elect Scott D. Farmer	Mgmt	For	For	For
7	Elect Joseph Scaminace	Mgmt	For	Against	Against
8	Elect Todd M. Schneider	Mgmt	For	For	For
9	Elect Ronald W. Tysoe	Mgmt	For	Against	Against
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Elimination of Supermajority Requirement Regarding Business Combinations	Mgmt	For	For	For
13	Elimination of Supermajority Requirement Regarding Removal of Directors	Mgmt	For	For	For
14	Elimination of Supermajority Requirement Regarding Mergers and Other Corporate Transactions	Mgmt	For	For	For
15	Shareholder Proposal Regarding Right to	ShrHoldr	Against	For	Against

Call Special
Meetings

16	Shareholder Proposal Regarding Political Contributions and Expenditures Report	ShrHoldr	Against	For	Against
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Cisco Systems, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
CSCO	CUSIP 17275R102	12/08/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect M. Michele Burns	Mgmt	For	For	For
2	Elect Wesley G. Bush	Mgmt	For	For	For
3	Elect Michael D. Capellas	Mgmt	For	For	For
4	Elect Mark S. Garrett	Mgmt	For	For	For
5	Elect John D. Harris II	Mgmt	For	For	For
6	Elect Kristina M. Johnson	Mgmt	For	For	For
7	Elect Roderick C. McGeary	Mgmt	For	For	For
8	Elect Sarah Rae Murphy	Mgmt	For	For	For
9	Elect Charles H. Robbins	Mgmt	For	For	For
10	Elect Brenton L. Saunders	Mgmt	For	Against	Against
11	Elect Lisa T. Su	Mgmt	For	For	For
12	Elect Marianna Tessel	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Shareholder Proposal Regarding Report on Tax Transparency	ShrHoldr	Against	For	Against

Citigroup Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
C	CUSIP 172967424		04/25/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Ellen M. Costello	Mgmt	For	For	For	
2	Elect Grace E. Dailey	Mgmt	For	For	For	
3	Elect Barbara J. Desoer	Mgmt	For	For	For	
4	Elect John C. Dugan	Mgmt	For	Against	Against	
5	Elect Jane N. Fraser	Mgmt	For	For	For	
6	Elect Duncan P. Hennes	Mgmt	For	For	For	
7	Elect Peter B. Henry	Mgmt	For	For	For	
8	Elect S. Leslie Ireland	Mgmt	For	For	For	
9	Elect Renee J. James	Mgmt	For	For	For	
10	Elect Gary M. Reiner	Mgmt	For	For	For	
11	Elect Diana L. Taylor	Mgmt	For	For	For	
12	Elect James S. Turley	Mgmt	For	For	For	
13	Elect Casper W. von Koskull	Mgmt	For	For	For	
14	Ratification of Auditor	Mgmt	For	Against	Against	
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
16	Amendment to the 2019 Stock Incentive Plan	Mgmt	For	For	For	
17	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
18	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	Against	For	
19	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For	
20	Shareholder Proposal Regarding Report on Human Rights Standards for	ShrHoldr	Against	For	Against	

	Indigenous Peoples				
21	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	ShrHoldr	Against	For	Against

Citizens Financial Group, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
CFG	CUSIP 174610105	04/27/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Bruce Van Saun	Mgmt	For	For	For
2	Elect Lee Alexander	Mgmt	For	For	For
3	Elect Christine M. Cumming	Mgmt	For	For	For
4	Elect Kevin Cummings	Mgmt	For	For	For
5	Elect William P. Hankowsky	Mgmt	For	For	For
6	Elect Edward J. Kelly, III	Mgmt	For	For	For
7	Elect Robert G. Leary	Mgmt	For	For	For
8	Elect Terrance J. Lillis	Mgmt	For	For	For
9	Elect Michele N. Siekerka	Mgmt	For	For	For
10	Elect Shivan S. Subramaniam	Mgmt	For	Against	Against
11	Elect Christopher J. Swift	Mgmt	For	For	For
12	Elect Wendy A. Watson	Mgmt	For	Against	Against
13	Elect Marita Zuraitis	Mgmt	For	For	For
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Ratification of Auditor	Mgmt	For	Against	Against

Cleveland-Cliffs Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
CLF	CUSIP 185899101		05/17/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1.1	Elect C. Lourenco Goncalves	Mgmt	For	For	For	
1.2	Elect Douglas C. Taylor	Mgmt	For	For	For	
1.3	Elect John T. Baldwin	Mgmt	For	Withhold	Against	
1.4	Elect Robert P. Fisher, Jr.	Mgmt	For	For	For	
1.5	Elect William K. Gerber	Mgmt	For	For	For	
1.6	Elect Susan M. Green	Mgmt	For	For	For	
1.7	Elect Ralph S. Michael, III	Mgmt	For	Withhold	Against	
1.8	Elect Janet L. Miller	Mgmt	For	For	For	
1.9	Elect Gabriel Stoliar	Mgmt	For	For	For	
1.10	Elect Arlene M. Yocum	Mgmt	For	For	For	
2	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
4	Ratification of Auditor	Mgmt	For	For	For	

Cloudflare, Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
NET	CUSIP 18915M107		06/01/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1.1	Elect Scott D. Sandell	Mgmt	For		Withhold	Against
1.2	Elect Michelle Zatlyn	Mgmt	For		For	For
2	Ratification of Auditor	Mgmt	For		For	For
3	Advisory Vote on	Mgmt	For		Against	Against

Executive
Compensation

CME Group Inc.						
Ticker	Security ID:	Meeting Date		Meeting Status		
CME	CUSIP 12572Q105	05/04/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Terrence A. Duffy	Mgmt	For	For	For	
2	Elect Kathryn Benesh	Mgmt	For	For	For	
3	Elect Timothy S. Bitsberger	Mgmt	For	For	For	
4	Elect Charles P. Carey	Mgmt	For	For	For	
5	Elect Bryan T. Durkin	Mgmt	For	For	For	
6	Elect Harold Ford Jr.	Mgmt	For	For	For	
7	Elect Martin J. Gepsman	Mgmt	For	Against	Against	
8	Elect Larry G. Gerdes	Mgmt	For	Against	Against	
9	Elect Daniel R. Glickman	Mgmt	For	Against	Against	
10	Elect Daniel G. Kaye	Mgmt	For	Against	Against	
11	Elect Phyllis M. Lockett	Mgmt	For	Against	Against	
12	Elect Deborah J. Lucas	Mgmt	For	For	For	
13	Elect Terry L. Savage	Mgmt	For	For	For	
14	Elect Rahael Seifu	Mgmt	For	For	For	
15	Elect William R. Shepard	Mgmt	For	For	For	
16	Elect Howard J. Siegel	Mgmt	For	For	For	
17	Elect Dennis A. Suskind	Mgmt	For	Against	Against	
18	Ratification of Auditor	Mgmt	For	Against	Against	
19	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against	
20	Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 1	Mgmt	1 Year	1 Year	For	

year

Coca-Cola Consolidated, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
COKE	CUSIP 191098102	05/09/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect J. Frank Harrison, III	Mgmt	For	For	For
1.2	Elect Elaine Bowers Coventry	Mgmt	For	For	For
1.3	Elect Sharon A. Decker	Mgmt	For	Withhold	Against
1.4	Elect Morgan H. Everett	Mgmt	For	For	For
1.5	Elect James R. Helvey, III	Mgmt	For	For	For
1.6	Elect William H. Jones	Mgmt	For	For	For
1.7	Elect Umesh M. Kasbekar	Mgmt	For	For	For
1.8	Elect David M. Katz	Mgmt	For	For	For
1.9	Elect James H. Morgan	Mgmt	For	Withhold	Against
1.10	Elect Dennis A. Wicker	Mgmt	For	Withhold	Against
1.11	Elect Richard T. Williams	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	3 Years	1 Year	Against
4	Ratification of Auditor	Mgmt	For	Against	Against
5	Amendment to Articles Limiting the Liability of Certain Officers	Mgmt	For	Against	Against

Colgate-Palmolive Company			
Ticker	Security ID:	Meeting Date	Meeting Status
CL	CUSIP 194162103	05/12/2023	Voted
Meeting Type		Country of Trade	

Annual Issue No.	Description	United States Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect John P. Bilbrey	Mgmt	For	For	For
2	Elect John T. Cahill	Mgmt	For	For	For
3	Elect Steve A. Cahillane	Mgmt	For	For	For
4	Elect Lisa M. Edwards	Mgmt	For	For	For
5	Elect C. Martin Harris	Mgmt	For	For	For
6	Elect Martina Hund-Mejean	Mgmt	For	For	For
7	Elect Kimberly A. Nelson	Mgmt	For	For	For
8	Elect Lorrie M. Norrington	Mgmt	For	Against	Against
9	Elect Michael B. Polk	Mgmt	For	For	For
10	Elect Stephen I. Sadove	Mgmt	For	For	For
11	Elect Noel R. Wallace	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
16	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	ShrHoldr	Against	Against	For

Comcast Corporation

Ticker Security ID:
CMCSA CUSIP 20030N101

Meeting Type

Annual

Issue No. Description

Meeting Date
06/07/2023

Country of Trade
United States

Proponent Mgmt Rec

Meeting Status
Voted

Vote Cast For/Against
Mgmt

1.1	Elect Kenneth J. Bacon	Mgmt	For	Withhold	Against
1.2	Elect Thomas J. Baltimore, Jr.	Mgmt	For	Withhold	Against
1.3	Elect Madeline S. Bell	Mgmt	For	Withhold	Against
1.4	Elect Edward D. Breen	Mgmt	For	For	For
1.5	Elect Gerald L. Hassell	Mgmt	For	For	For
1.6	Elect Jeffrey A. Honickman	Mgmt	For	Withhold	Against
1.7	Elect Maritza Gomez Montiel	Mgmt	For	For	For
1.8	Elect Asuka Nakahara	Mgmt	For	For	For
1.9	Elect David C. Novak	Mgmt	For	For	For
1.10	Elect Brian L. Roberts	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	Against	Against
3	Approval of the 2023 Omnibus Equity Incentive Plan	Mgmt	For	For	For
4	Amendment to the 2002 Employee Stock Purchase Plan	Mgmt	For	For	For
5	Advisory Vote on Executive Compensation	Mgmt	For	For	For
6	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
7	Shareholder Proposal Regarding Racial Equity Audit	ShrHoldr	Against	For	Against
8	Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Default Options	ShrHoldr	Against	For	Against
9	Shareholder Proposal	ShrHoldr	Against	For	Against

	Regarding GHG Targets and Alignment with Paris Agreement				
10	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	For	Against
11	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For

Comfort Systems USA, Inc.						
Ticker	Security ID:	Meeting Date		Meeting Status		
FIX	CUSIP 199908104	05/16/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1.1	Elect Darcy G. Anderson	Mgmt	For	For	For	
1.2	Elect Herman E. Bulls	Mgmt	For	For	For	
1.3	Elect Brian E. Lane	Mgmt	For	For	For	
1.4	Elect Pablo G. Mercado	Mgmt	For	For	For	
1.5	Elect Franklin Myers	Mgmt	For	For	For	
1.6	Elect William J. Sandbrook	Mgmt	For	For	For	
1.7	Elect Constance E. Skidmore	Mgmt	For	For	For	
1.8	Elect Vance W. Tang	Mgmt	For	Withhold	Against	
1.9	Elect Cindy L. Wallis-Lage	Mgmt	For	For	For	
2	Ratification of Auditor	Mgmt	For	For	For	
3	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	

Conagra Brands, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
CAG	CUSIP 205887102	09/21/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Anil Arora	Mgmt	For	For	For
2	Elect Thomas K. Brown	Mgmt	For	For	For
3	Elect Emanuel Chirico	Mgmt	For	For	For
4	Elect Sean M. Connolly	Mgmt	For	For	For
5	Elect George Dowdie	Mgmt	For	For	For
6	Elect Fran Horowitz	Mgmt	For	For	For
7	Elect Richard H. Lenny	Mgmt	For	For	For
8	Elect Melissa B. Lora	Mgmt	For	For	For
9	Elect Ruth Ann Marshall	Mgmt	For	For	For
10	Elect Denise Paulonis	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Permit Shareholders to Act by Written Consent	Mgmt	For	For	For
14	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For

ConocoPhillips					
Ticker	Security ID:	Meeting Date		Meeting Status	
COP	CUSIP 20825C104	05/16/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Dennis Victor Arriola	Mgmt	For	For	For
2	Elect Jody L. Freeman	Mgmt	For	Against	Against
3	Elect Gay Huey Evans	Mgmt	For	Against	Against
4	Elect Jeffrey A. Joerres	Mgmt	For	Against	Against

5	Elect Ryan M. Lance	Mgmt	For	For	For
6	Elect Timothy A. Leach	Mgmt	For	For	For
7	Elect William H. McRaven	Mgmt	For	For	For
8	Elect Sharmila Mulligan	Mgmt	For	For	For
9	Elect Eric D. Mullins	Mgmt	For	For	For
10	Elect Arjun N. Murti	Mgmt	For	Against	Against
11	Elect Robert A. Niblock	Mgmt	For	Against	Against
12	Elect David T. Seaton	Mgmt	For	Against	Against
13	Elect R. A. Walker	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	N/A	1 Year	N/A
17	Permit Shareholders to Call Special Meetings	Mgmt	For	For	For
18	Approval of the 2023 Omnibus Stock and Performance Incentive Plan	Mgmt	For	For	For
19	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	ShrHoldr	Against	Against	For
21	Shareholder Proposal Regarding Report on Tax Transparency	ShrHoldr	Against	For	Against
22	Shareholder Proposal Regarding Lobbying Activities and Values Congruency	ShrHoldr	Against	Against	For

Constellation Brands, Inc.

Ticker Security ID:
STZ CUSIP 21036P108

Meeting Date
11/09/2022

Meeting Status
Voted

Meeting Type
Special

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Reclassification of Common Stock	Mgmt	For	For	For
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2	Right to Adjourn Meeting	Mgmt	For	For	For
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Costco Wholesale Corporation

Ticker Security ID:
COST CUSIP 22160K105

Meeting Date
01/19/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Susan L. Decker	Mgmt	For	For	For
2	Elect Kenneth D. Denman	Mgmt	For	Against	Against
3	Elect Richard A. Galanti	Mgmt	For	Against	Against

4	Elect Hamilton E. James	Mgmt	For	For	For
5	Elect W. Craig Jelinek	Mgmt	For	For	For
6	Elect Sally Jewell	Mgmt	For	For	For
7	Elect Charles T. Munger	Mgmt	For	Against	Against
8	Elect Jeffrey S. Raikes	Mgmt	For	Against	Against
9	Elect John W. Stanton	Mgmt	For	For	For
10	Elect Ron M. Vachris	Mgmt	For	For	For
11	Elect Mary Agnes Wilderotter	Mgmt	For	Against	Against

12	Ratification of Auditor	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For

14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
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15	Shareholder Proposal Regarding Report On	ShrHoldr	Against	For	Against
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Risks From State
Policies Restricting
Reproductive Health
Care

Coupa Software Incorporated						
Ticker	Security ID:	Meeting Date		Meeting Status		
COUP	CUSIP 22266L106	02/23/2023		Voted		
Meeting Type		Country of Trade				
Special		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Merger/Acquisition Advisory Vote on Golden Parachutes	Mgmt	For	For	For	
2		Mgmt	For	For	For	
3	Right to Adjourn Meeting	Mgmt	For	For	For	
CrowdStrike Holdings, Inc.						
Ticker	Security ID:	Meeting Date		Meeting Status		
CRWD	CUSIP 22788C105	06/21/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1.1	Elect Johanna Flower	Mgmt	For	For	For	
1.2	Elect Denis J. O'Leary	Mgmt	For	Withhold	Against	
1.3	Elect Godfrey R. Sullivan	Mgmt	For	For	For	
2	Ratification of Auditor	Mgmt	For	For	For	
Cummins Inc.						
Ticker	Security ID:	Meeting Date		Meeting Status		
CMI	CUSIP 231021106	05/09/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect N. Thomas Linebarger	Mgmt	For	For	For	

2	Elect Jennifer W. Rumsey	Mgmt	For	For	For
3	Elect Gary L Belske	Mgmt	For	For	For
4	Elect Robert J. Bernhard	Mgmt	For	For	For
5	Elect Bruno V. Di Leo Allen	Mgmt	For	For	For
6	Elect Stephen B. Dobbs	Mgmt	For	For	For
7	Elect Carla A. Harris	Mgmt	For	For	For
8	Elect Thomas J. Lynch	Mgmt	For	Against	Against
9	Elect William I. Miller	Mgmt	For	For	For
10	Elect Georgia R. Nelson	Mgmt	For	For	For
11	Elect Kimberly A. Nelson	Mgmt	For	For	For
12	Elect Karen H. Quintos	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Amendment to the Employee Stock Purchase Plan	Mgmt	For	Against	Against
17	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Plan to Link Executive Compensation to 1.5C Aligned GHG Reductions	ShrHoldr	Against	For	Against

CVS Health Corporation

Ticker Security ID:
CVS CUSIP 126650100

Meeting Type
Annual

Meeting Date
05/18/2023
Country of Trade
United States

Meeting Status
Voted

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Fernando Aguirre	Mgmt	For	For	For
2	Elect Jeffrey R. Balser	Mgmt	For	For	For
3	Elect C. David Brown II	Mgmt	For	For	For
4	Elect Alecia A. DeCoudreaux	Mgmt	For	For	For
5	Elect Nancy-Ann DeParle	Mgmt	For	For	For
6	Elect Roger N. Farah	Mgmt	For	For	For
7	Elect Anne M. Finucane	Mgmt	For	For	For
8	Elect Edward J. Ludwig	Mgmt	For	For	For
9	Elect Karen S. Lynch	Mgmt	For	For	For
10	Elect Jean-Pierre Millon	Mgmt	For	For	For
11	Elect Mary L. Schapiro	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Shareholder Proposal Regarding Paid Sick Leave	ShrHoldr	Against	For	Against
16	Shareholder Proposal Regarding Right to Call Special Meetings	ShrHoldr	Against	Against	For
17	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Company	ShrHoldr	Against	Against	For

Directors Serving on
Multiple
Boards

D.R. Horton, Inc.						
Ticker	Security ID:	Meeting Date		Meeting Status		
DHI	CUSIP 23331A109	01/18/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Donald R. Horton	Mgmt	For	Against	Against	
2	Elect Barbara K. Allen	Mgmt	For	Against	Against	
3	Elect Brad S. Anderson	Mgmt	For	For	For	
4	Elect Michael R. Buchanan	Mgmt	For	Against	Against	
5	Elect Benjamin S. Carson, Sr.	Mgmt	For	Against	Against	
6	Elect Maribess L. Miller	Mgmt	For	For	For	
7	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against	
8	Ratification of Auditor	Mgmt	For	For	For	
Danaher Corporation						
Ticker	Security ID:	Meeting Date		Meeting Status		
DHR	CUSIP 235851102	05/09/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Rainer M. Blair	Mgmt	For	For	For	
2	Elect Feroz Dewan	Mgmt	For	Against	Against	
3	Elect Linda P. Hefner Filler	Mgmt	For	Against	Against	
4	Elect Teri L. List	Mgmt	For	For	For	
5	Elect Walter G. Lohr, Jr.	Mgmt	For	Against	Against	

6	Elect Jessica L. Mega	Mgmt	For	For	For
7	Elect Mitchell P. Rales	Mgmt	For	Against	Against
8	Elect Steven M. Rales	Mgmt	For	For	For
9	Elect Pardis C. Sabeti	Mgmt	For	For	For
10	Elect A. Shane Sanders	Mgmt	For	Against	Against
11	Elect John T. Schwieters	Mgmt	For	Against	Against
12	Elect Alan G. Spoon	Mgmt	For	For	For
13	Elect Raymond C. Stevens	Mgmt	For	For	For
14	Elect Elias A. Zerhouni	Mgmt	For	Against	Against
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Advisory Vote on Executive Compensation	Mgmt	For	For	For
17	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
18	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Diversity and Inclusion Report	ShrHoldr	Against	For	Against

Datadog, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
DDOG	CUSIP 23804L103	06/08/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Olivier Pomel	Mgmt	For	For	For
2	Elect Dev Ittycheria	Mgmt	For	Withhold	Against
3	Elect Shardul Shah	Mgmt	For	Withhold	Against
4	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
5	Ratification of Auditor	Mgmt	For	For	For

DaVita Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	06/06/2023		Voted	
DVA	CUSIP 23918K108				
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Pamela M. Arway	Mgmt	For	Against	Against
2	Elect Charles G. Berg	Mgmt	For	For	For
3	Elect Barbara J. Desoer	Mgmt	For	For	For
4	Elect Jason M. Hollar	Mgmt	For	For	For
5	Elect Gregory J. Moore	Mgmt	For	For	For
6	Elect John M. Nehra	Mgmt	For	For	For
7	Elect Javier J. Rodriguez	Mgmt	For	For	For
8	Elect Adam H. Schechter	Mgmt	For	For	For
9	Elect Phyllis R. Yale	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Amendment to Allow Exculpation of Officers	Mgmt	For	Against	Against

Deckers Outdoor Corporation		Meeting Date		Meeting Status	
Ticker	Security ID:	09/12/2022		Voted	
DECK	CUSIP 243537107				
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Michael F. Devine, III	Mgmt	For	For	For
1.2	Elect David A. Burwick	Mgmt	For	For	For
1.3	Elect Nelson C. Chan	Mgmt	For	For	For
1.4	Elect Cynthia L. Davis	Mgmt	For	For	For
1.5	Elect Juan R. Figuereo	Mgmt	For	For	For
1.6	Elect Maha S. Ibrahim	Mgmt	For	For	For

1.7	Elect Victor Luis	Mgmt	For	For	For
1.8	Elect David Powers	Mgmt	For	For	For
1.9	Elect Lauri Shanahan	Mgmt	For	For	For
1.10	Elect Bonita C. Stewart	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	Against	Against
3	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Deere & Company					
Ticker	Security ID:	Meeting Date		Meeting Status	
DE	CUSIP 244199105	02/22/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Leanne G. Caret	Mgmt	For	For	For
2	Elect Tamra A. Erwin	Mgmt	For	For	For
3	Elect Alan C. Heuberger	Mgmt	For	For	For
4	Elect Charles O. Holliday, Jr.	Mgmt	For	For	For
5	Elect Michael O. Johanns	Mgmt	For	For	For
6	Elect Clayton M. Jones	Mgmt	For	For	For
7	Elect John C. May	Mgmt	For	For	For
8	Elect Gregory R. Page	Mgmt	For	For	For
9	Elect Sherry M. Smith	Mgmt	For	For	For
10	Elect Dmitri L. Stockton	Mgmt	For	For	For
11	Elect Sheila G. Talton	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	For	Against

Delta Air Lines, Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
DAL	CUSIP 247361702		06/15/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Edward H. Bastian	Mgmt	For	For	For	
2	Elect Greg Creed	Mgmt	For	For	For	
3	Elect David G. DeWalt	Mgmt	For	Against	Against	
4	Elect William H. Easter III	Mgmt	For	Against	Against	
5	Elect Leslie D. Hale	Mgmt	For	For	For	
6	Elect Christopher A. Hazleton	Mgmt	For	For	For	
7	Elect Michael P. Huerta	Mgmt	For	Against	Against	
8	Elect Jeanne P. Jackson	Mgmt	For	For	For	
9	Elect George N. Mattson	Mgmt	For	Against	Against	
10	Elect Vasant M. Prabhu	Mgmt	For	For	For	
11	Elect Sergio A. L. Rial	Mgmt	For	Against	Against	
12	Elect David S. Taylor	Mgmt	For	Against	Against	
13	Elect Kathy N. Waller	Mgmt	For	Against	Against	
14	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against	
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
16	Ratification of Auditor	Mgmt	For	For	For	
17	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	For	Against	
18	Shareholder Proposal Regarding Policy on Freedom of Association	ShrHoldr	Against	For	Against	

DexCom, Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
DXCM	CUSIP 252131107		05/18/2023		Voted	

Meeting Type Annual		Country of Trade United States		Vote Cast	For/Against Mgmt
Issue No.	Description	Proponent	Mgmt Rec		
1	Elect Steven R. Altman	Mgmt	For	For	For
2	Elect Richard A. Collins	Mgmt	For	For	For
3	Elect Karen M. Dahut	Mgmt	For	For	For
4	Elect Mark G. Foletta	Mgmt	For	Against	Against
5	Elect Barbara E. Kahn	Mgmt	For	For	For
6	Elect Kyle Malady	Mgmt	For	For	For
7	Elect Eric Topol	Mgmt	For	For	For
8	Ratification of Auditor	Mgmt	For	Against	Against
9	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
10	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
11	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	ShrHoldr	Against	For	Against

Diageo plc		Meeting Date		Meeting Status	
Ticker	Security ID:	10/06/2022		Voted	
DGE	CUSIP 25243Q205				
Meeting Type Annual		Country of Trade United States		Vote Cast	For/Against Mgmt
Issue No.	Description	Proponent	Mgmt Rec		
1	Accounts and Reports	Mgmt	For	For	For
2	Remuneration Report	Mgmt	For	For	For
3	Final Dividend	Mgmt	For	For	For
4	Elect Karen Blackett	Mgmt	For	For	For
5	Elect Melissa Bethell	Mgmt	For	For	For
6	Elect Lavanya Chandrashekar	Mgmt	For	For	For
7	Elect Valerie Chapoulaud-Floquet	Mgmt	For	For	For
8	Elect Javier Ferran	Mgmt	For	For	For

9	Elect Susan Kilsby	Mgmt	For	For	For
10	Elect John A. Manzoni	Mgmt	For	For	For
11	Elect Lady Nicola Mendelsohn	Mgmt	For	For	For
12	Elect Ivan Menezes	Mgmt	For	For	For
13	Elect Alan Stewart	Mgmt	For	For	For
14	Elect Ireena Vittal	Mgmt	For	For	For
15	Appointment of Auditor	Mgmt	For	For	For
16	Authority to Set Auditor's Fees	Mgmt	For	For	For
17	Authorisation of Political Donations	Mgmt	For	For	For
18	Amendment to the Irish Share Ownership Plan	Mgmt	For	For	For
19	Authority to Issue Shares w/ Preemptive Rights	Mgmt	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights	Mgmt	For	For	For
21	Authority to Repurchase Shares	Mgmt	For	For	For
22	Authority to Set General Meeting Notice Period at 14 Days	Mgmt	For	For	For

DICK'S Sporting Goods, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
DKS	CUSIP 253393102	06/14/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent	Mgmt Rec
			Vote Cast
			For/Against Mgmt
1	Elect Mark J. Barrenechea	Mgmt	For
			For
			For

2	Elect Emanuel Chirico	Mgmt	For	For	For
3	Elect William J. Colombo	Mgmt	For	Withhold	Against
4	Elect Anne Fink	Mgmt	For	For	For
5	Elect Larry Fitzgerald, Jr.	Mgmt	For	Withhold	Against
6	Elect Lauren R. Hobart	Mgmt	For	For	For
7	Elect Sandeep Lakhmi Mathrani	Mgmt	For	For	For
8	Elect Desiree Ralls-Morrison	Mgmt	For	Withhold	Against
9	Elect Lawrence J. Schorr	Mgmt	For	Withhold	Against
10	Elect Edward W. Stack	Mgmt	For	Withhold	Against
11	Elect Larry D. Stone	Mgmt	For	Withhold	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Amendment to Articles Regarding Officer Exculpation	Mgmt	For	Against	Against

Discover Financial Services

Ticker	Security ID:	Meeting Date		Meeting Status	
DFS	CUSIP 254709108	05/11/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast For/Against Mgmt
1	Elect Jeffrey S. Aronin	Mgmt	For		For
2	Elect Mary K. Bush	Mgmt	For		Against
3	Elect Gregory C. Case	Mgmt	For		For
4	Elect Candace H. Duncan	Mgmt	For		For
5	Elect Joseph F. Eazor	Mgmt	For		For
6	Elect Roger C. Hochschild	Mgmt	For		For

7	Elect Thomas G. Maheras	Mgmt	For	Against	Against
8	Elect John B. Owen	Mgmt	For	For	For
9	Elect David L. Rawlinson II	Mgmt	For	For	For
10	Elect Beverley A. Sibblies	Mgmt	For	For	For
11	Elect Mark A. Thierer	Mgmt	For	For	For
12	Elect Jennifer L. Wong	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Approval of the 2023 Omnibus Incentive Plan	Mgmt	For	For	For
16	Ratification of Auditor	Mgmt	For	For	For

DocuSign, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
DOCU	CUSIP 256163106	05/31/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect James A. Beer	Mgmt	For	For	For
1.2	Elect Cain A. Hayes	Mgmt	For	For	For
1.3	Elect Allan Thygesen	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

Dollar General Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
DG	CUSIP 256677105	05/31/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt

1	Elect Warren F. Bryant	Mgmt	For	For	For
2	Elect Michael M. Calbert	Mgmt	For	Against	Against
3	Elect Ana M. Chadwick	Mgmt	For	For	For
4	Elect Patricia D. Fili-Krushel	Mgmt	For	For	For
5	Elect Timothy I. McGuire	Mgmt	For	For	For
6	Elect Jeffery C. Owen	Mgmt	For	For	For
7	Elect Debra A. Sandler	Mgmt	For	For	For
8	Elect Ralph E. Santana	Mgmt	For	For	For
9	Elect Todd J. Vasos	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Shareholder Proposal Regarding Cage-Free Eggs	ShrHoldr	Against	For	Against
14	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	ShrHoldr	Against	For	Against
15	Shareholder Proposal Regarding Third-Party Audit of Worker Safety and Well-Being	ShrHoldr	Against	For	Against

Dominion Energy, Inc.

Ticker Security ID:
D CUSIP 25746U109

Meeting Type

Annual

Issue No. Description

Meeting Date
05/10/2023

Country of Trade
United States

Proponent Mgmt Rec

Meeting Status
Voted

Vote Cast For/Against
Mgmt

1	Elect James A. Bennett	Mgmt	For	For	For
2	Elect Robert M. Blue	Mgmt	For	For	For
3	Elect D. Maybank Hagood	Mgmt	For	For	For
4	Elect Ronald W. Jibson	Mgmt	For	For	For
5	Elect Mark J. Kington	Mgmt	For	For	For
6	Elect Kristin G. Lovejoy	Mgmt	For	For	For
7	Elect Joseph M. Rigby	Mgmt	For	Against	Against
8	Elect Pamela J. Royal	Mgmt	For	Against	Against
9	Elect Robert H. Spilman, Jr.	Mgmt	For	Against	Against
10	Elect Susan N. Story	Mgmt	For	Against	Against
11	Elect Michael E. Szymanczyk	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Amendment Regarding Information Requirements for Shareholders to Call a Special Meeting	Mgmt	For	For	For
16	Amendment to Advance Notice Provisions for Director Nominations	Mgmt	For	For	For
17	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against

Dow Inc.

Ticker

DOW

Meeting Type

Annual

Security ID:

CUSIP 260557103

Meeting Date

04/13/2023

Country of Trade

United States

Meeting Status

Voted

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Samuel R. Allen	Mgmt	For	For	For
2	Elect Gaurdie E. Banister, Jr.	Mgmt	For	For	For
3	Elect Wesley G. Bush	Mgmt	For	For	For
4	Elect Richard K. Davis	Mgmt	For	For	For
5	Elect Jerri L. DeVard	Mgmt	For	For	For
6	Elect Debra L. Dial	Mgmt	For	For	For
7	Elect Jeff M. Fettig	Mgmt	For	For	For
8	Elect James R. Fitterling	Mgmt	For	For	For
9	Elect Jacqueline C. Hinman	Mgmt	For	For	For
10	Elect Luis A. Moreno	Mgmt	For	For	For
11	Elect Jill S. Wyant	Mgmt	For	For	For
12	Elect Daniel W. Yohannes	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
16	Shareholder Proposal Regarding Virgin Plastic Demand	ShrHoldr	Against	For	Against

DTE Energy Company		Meeting Date		Meeting Status	
Ticker	Security ID:	05/04/2023		Voted	
DTE	CUSIP 233331107	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect David A. Brandon	Mgmt	For	For	For
1.2	Elect Charles G. McClure,	Mgmt	For	Withhold	Against

	Jr.				
1.3	Elect Gail J. McGovern	Mgmt	For	For	For
1.4	Elect Mark A. Murray	Mgmt	For	Withhold	Against
1.5	Elect Gerardo Norcia	Mgmt	For	For	For
1.6	Elect Robert C. Skaggs, Jr.	Mgmt	For	For	For
1.7	Elect David A. Thomas	Mgmt	For	For	For
1.8	Elect Gary Torgow	Mgmt	For	Withhold	Against
1.9	Elect James H. Vandenberghe	Mgmt	For	For	For
1.10	Elect Valerie M. Williams	Mgmt	For	Withhold	Against
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	For	For
4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
5	Bylaw Amendment Regarding Ownership Threshold for Shareholders to Call a Special Meeting	Mgmt	For	For	For
6	Shareholder Proposal Regarding Right to Call Special Meetings	ShrHoldr	Against	Against	For
7	Shareholder Proposal Regarding Lobbying Report	ShrHoldr	Against	For	Against

Duke Energy Corporation
 Ticker Security ID:
 DUK CUSIP 26441C204

Meeting Type
 Annual

Meeting Date
 05/04/2023
 Country of Trade
 United States

Meeting Status
 Voted

Issue No. Description

Proponent Mgmt Rec

Vote Cast For/Against
 Mgmt

1	Elect Derrick Burks	Mgmt	For	For	For
2	Elect Annette K. Clayton	Mgmt	For	For	For
3	Elect Theodore F. Craver, Jr.	Mgmt	For	For	For
4	Elect Robert M. Davis	Mgmt	For	For	For
5	Elect Caroline D. Dorsa	Mgmt	For	For	For
6	Elect W. Roy Dunbar	Mgmt	For	For	For
7	Elect Nicholas C. Fanandakis	Mgmt	For	Against	Against
8	Elect Lynn J. Good	Mgmt	For	For	For
9	Elect John T. Herron	Mgmt	For	For	For
10	Elect Idalene F. Kesner	Mgmt	For	For	For
11	Elect E. Marie McKee	Mgmt	For	For	For
12	Elect Michael J. Pacilio	Mgmt	For	For	For
13	Elect Thomas E. Skains	Mgmt	For	For	For
14	Elect William E. Webster, Jr.	Mgmt	For	For	For
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Advisory Vote on Executive Compensation	Mgmt	For	For	For
17	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
18	Approval of the 2023 Long-Term Incentive Plan	Mgmt	For	For	For
19	Shareholder Proposal Regarding Simple Majority Vote	ShrHoldr	N/A	For	N/A
20	Shareholder Proposal Regarding Formation of Decarbonization Risk Committee	ShrHoldr	Against	Against	For

DXC Technology Company					
Ticker	Security ID:	Meeting Date		Meeting Status	
DXC	CUSIP 23355L106	07/26/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Mukesh Aghi	Mgmt	For	For	For
2	Elect Amy E. Alving	Mgmt	For	For	For
3	Elect David A. Barnes	Mgmt	For	For	For
4	Elect Raul J. Fernandez	Mgmt	For	For	For
5	Elect David L. Herzog	Mgmt	For	For	For
6	Elect Dawn Rogers	Mgmt	For	For	For
7	Elect Michael J. Salvino	Mgmt	For	For	For
8	Elect Carrie W. Teffner	Mgmt	For	For	For
9	Elect Akihiko Washington	Mgmt	For	For	For
10	Elect Robert F. Woods	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Eastman Chemical Company					
Ticker	Security ID:	Meeting Date		Meeting Status	
EMN	CUSIP 277432100	05/04/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Humberto P. Alfonso	Mgmt	For	Against	Against
2	Elect Brett D. Begemann	Mgmt	For	For	For
3	Elect Eric L. Butler	Mgmt	For	For	For
4	Elect Mark J. Costa	Mgmt	For	For	For
5	Elect Edward L. Doheny II	Mgmt	For	For	For
6	Elect Linnie M. Haynesworth	Mgmt	For	For	For

7	Elect Julie Fasone Holder	Mgmt	For	For	For
8	Elect Renee J. Hornbaker	Mgmt	For	For	For
9	Elect Kim Ann Mink	Mgmt	For	For	For
10	Elect James J. O'Brien	Mgmt	For	Against	Against
11	Elect David W. Raisbeck	Mgmt	For	For	For
12	Elect Charles K. Stevens III	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against

Eaton Corporation plc

Ticker Security ID:
ETN CUSIP G29183103

Meeting Date
04/26/2023
Country of Trade
United States

Meeting Status
Voted

Meeting Type
Annual

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Craig Arnold	Mgmt	For	For	For
2	Elect Olivier Leonetti	Mgmt	For	For	For
3	Elect Silvio Napoli	Mgmt	For	For	For
4	Elect Gregory R. Page	Mgmt	For	For	For
5	Elect Sandra Pianalto	Mgmt	For	For	For
6	Elect Robert V. Pragada	Mgmt	For	For	For
7	Elect Lori J. Ryerkerk	Mgmt	For	For	For
8	Elect Gerald B. Smith	Mgmt	For	For	For
9	Elect Dorothy C. Thompson	Mgmt	For	For	For
10	Elect Darryl L. Wilson	Mgmt	For	For	For
11	Appointment of Auditor and Authority to Set Fees	Mgmt	For	Against	Against

12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Authority to Issue Shares w/ Preemptive Rights	Mgmt	For	For	For
15	Authority to Issue Shares w/o Preemptive Rights	Mgmt	For	For	For
16	Authority to Repurchase Shares	Mgmt	For	For	For

EBay Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	06/21/2023		Voted	
EBAY	CUSIP 278642103	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Adriane M. Brown	Mgmt	For	For	For
2	Elect Aparna Chennapragda	Mgmt	For	For	For
3	Elect Logan D. Green	Mgmt	For	For	For
4	Elect E. Carol Hayles	Mgmt	For	For	For
5	Elect Jamie Iannone	Mgmt	For	For	For
6	Elect Shripriya Mahesh	Mgmt	For	For	For
7	Elect Paul S. Pressler	Mgmt	For	Against	Against
8	Elect Mohak Shroff	Mgmt	For	For	For
9	Elect Perry M. Traquina	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

13	Amendment to the Equity Incentive Award Plan	Mgmt	For	For	For
14	Amendment Regarding Officer Exculpation	Mgmt	For	Against	Against
15	Shareholder Proposal Regarding Right to Call Special Meeting	ShrHoldr	Against	For	Against

Ecolab Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	05/04/2023		Voted	
ECL	CUSIP 278865100	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Shari L Ballard	Mgmt	For	For	For
2	Elect Barbara J. Beck	Mgmt	For	For	For
3	Elect Christophe Beck	Mgmt	For	For	For
4	Elect Jeffrey M. Ettinger	Mgmt	For	For	For
5	Elect Eric M. Green	Mgmt	For	For	For
6	Elect Arthur J. Higgins	Mgmt	For	For	For
7	Elect Michael Larson	Mgmt	For	For	For
8	Elect David W. MacLennan	Mgmt	For	For	For
9	Elect Tracy B. McKibben	Mgmt	For	For	For
10	Elect Lionel L. Nowell, III	Mgmt	For	For	For
11	Elect Victoria J. Reich	Mgmt	For	For	For
12	Elect Suzanne M. Vautrinot	Mgmt	For	For	For
13	Elect John J. Zillmer	Mgmt	For	Against	Against
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Approval of the 2023 Stock Incentive Plan	Mgmt	For	For	For

16	Amendment to the Stock Purchase Plan	Mgmt	For	For	For
17	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
18	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
19	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against

Elevance Health, Inc.

Ticker Security ID:
ELV CUSIP 036752103

Meeting Date
05/10/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Gail K. Boudreaux	Mgmt	For	For	For
2	Elect R. Kerry Clark	Mgmt	For	For	For
3	Elect Robert L. Dixon, Jr.	Mgmt	For	For	For
4	Elect Deanna Strable-Soethout	Mgmt	For	For	For
5	Advisory Vote on Executive Compensation	Mgmt	For	For	For
6	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
7	Ratification of Auditor	Mgmt	For	Against	Against
8	Shareholder Proposal Regarding Right to Call Special Meetings	ShrHoldr	Against	For	Against
9	Shareholder Proposal Regarding Third-Party Political	ShrHoldr	Against	For	Against

Expenditures
Reporting

Eli Lilly and Company					
Ticker	Security ID:	Meeting Date		Meeting Status	
LLY	CUSIP 532457108	05/01/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect William G. Kaelin, Jr.	Mgmt	For	For	For
2	Elect David A. Ricks	Mgmt	For	For	For
3	Elect Marschall S. Runge	Mgmt	For	For	For
4	Elect Karen Walker	Mgmt	For	For	For
5	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
6	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
7	Ratification of Auditor	Mgmt	For	Against	Against
8	Repeal of Classified Board	Mgmt	For	For	For
9	Elimination of Supermajority Requirements	Mgmt	For	For	For
10	Shareholder Proposal Regarding Lobbying Report	ShrHoldr	Against	For	Against
11	Shareholder Proposal Regarding Simple Majority Vote	ShrHoldr	Against	Against	For
12	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for	ShrHoldr	Against	For	Against

	Secondary and Tertiary Patents				
13	Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion	ShrHoldr	Against	Against	For
14	Shareholder Proposal Regarding Lobbying Activities and Values Congruency	ShrHoldr	Against	For	Against
15	Shareholder Proposal Regarding Diversity and Inclusion Report	ShrHoldr	Against	For	Against
16	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	ShrHoldr	Against	For	Against

Emerson Electric Co.					
Ticker	Security ID:	Meeting Date		Meeting Status	
EMR	CUSIP 291011104	02/07/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Martin S. Craighead	Mgmt	For	Against	Against
2	Elect Gloria A. Flach	Mgmt	For	For	For
3	Elect Mathew S. Levatich	Mgmt	For	For	For
4	Ratification of Auditor	Mgmt	For	Against	Against
5	Advisory Vote on Executive Compensation	Mgmt	For	For	For
6	Frequency of Advisory Vote on Executive	Mgmt	1 Year	1 Year	For

Compensation

EOG Resources, Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
EOG	CUSIP 26875P101		05/24/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Janet F. Clark	Mgmt	For	For	For	
2	Elect Charles R. Crisp	Mgmt	For	For	For	
3	Elect Robert P. Daniels	Mgmt	For	For	For	
4	Elect Lynn A. Dugle	Mgmt	For	For	For	
5	Elect C. Christopher Gaut	Mgmt	For	Against	Against	
6	Elect Michael T. Kerr	Mgmt	For	For	For	
7	Elect Julie J. Robertson	Mgmt	For	For	For	
8	Elect Donald F. Textor	Mgmt	For	For	For	
9	Elect Ezra Y. Yacob	Mgmt	For	For	For	
10	Ratification of Auditor	Mgmt	For	Against	Against	
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	

Equinix, Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
EQIX	CUSIP 29444U700		05/25/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Nanci E. Caldwell	Mgmt	For		Against	Against
2	Elect Adaire Fox-Martin	Mgmt	For		For	For
3	Elect Ron Guerrier	Mgmt	For		Abstain	Against
4	Elect Gary F. Hromadko	Mgmt	For		For	For
5	Elect Charles Meyers	Mgmt	For		For	For
6	Elect Thomas S. Olinger	Mgmt	For		For	For
7	Elect Christopher B. Paisley	Mgmt	For		For	For

8	Elect Jeetendra I. Patel	Mgmt	For	For	For
9	Elect Sandra Rivera	Mgmt	For	For	For
10	Elect Fidelma Russo	Mgmt	For	For	For
11	Elect Peter F. Van Camp	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	Against	For

Estee Lauder Cos., Inc.

Ticker Security ID:
EL CUSIP 518439104

Meeting Date
11/18/2022

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No. Description

Proponent Mgmt Rec

Vote Cast For/Against
Mgmt

1	Elect Ronald S. Lauder	Mgmt	For	For	For
2	Elect William P. Lauder	Mgmt	For	For	For
3	Elect Richard D. Parsons	Mgmt	For	Withhold	Against
4	Elect Lynn Forester de Rothschild	Mgmt	For	For	For
5	Elect Jennifer Tejada	Mgmt	For	Withhold	Against
6	Elect Richard F. Zannino	Mgmt	For	For	For
7	Ratification of Auditor	Mgmt	For	For	For
8	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

Everest Re Group, Ltd.

Ticker Security ID:

Meeting Date

Meeting Status

RE	CUSIP G3223R108	05/17/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect John J. Amore	Mgmt	For	For	For
2	Elect Juan C. Andrade	Mgmt	For	For	For
3	Elect William F. Galtney, Jr.	Mgmt	For	For	For
4	Elect John A. Graf	Mgmt	For	For	For
5	Elect Meryl D. Hartzband	Mgmt	For	For	For
6	Elect Gerri Losquadro	Mgmt	For	For	For
7	Elect Hazel M. McNeilage	Mgmt	For	For	For
8	Elect Roger M. Singer	Mgmt	For	For	For
9	Elect Joseph V. Taranto	Mgmt	For	Against	Against
10	Appointment of Auditor and Authority to Set Fees	Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Company Name Change	Mgmt	For	For	For

Exelon Corporation		Meeting Date		Meeting Status	
Ticker	Security ID:	04/25/2023		Voted	
EXC	CUSIP 30161N101	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Anthony K. Anderson	Mgmt	For	For	For
2	Elect W. Paul Bowers	Mgmt	For	For	For
3	Elect Calvin G. Butler,	Mgmt	For	For	For

Jr.

4	Elect Marjorie Rodgers Cheshire	Mgmt	For	For	For
5	Elect Linda P. Jojo	Mgmt	For	For	For
6	Elect Charisse Lillie	Mgmt	For	For	For
7	Elect Matthew Rogers	Mgmt	For	For	For
8	Elect John F. Young	Mgmt	For	Against	Against
9	Ratification of Auditor	Mgmt	For	Against	Against
10	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

ExlService Holdings, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
EXLS	CUSIP 302081104	06/20/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Vikram S. Pandit	Mgmt	For	Against	Against
2	Elect Rohit Kapoor	Mgmt	For	For	For
3	Elect Andreas Fibig	Mgmt	For	Against	Against
4	Elect Som Mittal	Mgmt	For	Against	Against
5	Elect Kristy M. Pipes	Mgmt	For	For	For
6	Elect Nitin Sahney	Mgmt	For	Against	Against
7	Elect Jaynie M. Studenmund	Mgmt	For	For	For
8	Ratification of Auditor	Mgmt	For	For	For
9	Advisory Vote on Executive Compensation	Mgmt	For	For	For
10	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
11	Increase in Authorized Common Stock	Mgmt	For	For	For
12	Amend Articles to	Mgmt	For	For	For

Allow for the Removal
of
Directors

Exxon Mobil Corporation					
Ticker	Security ID:	Meeting Date		Meeting Status	
XOM	CUSIP 30231G102	05/31/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Michael J. Angelakis	Mgmt	For	For	For
2	Elect Susan K. Avery	Mgmt	For	Against	Against
3	Elect Angela F. Braly	Mgmt	For	For	For
4	Elect Gregory J. Goff	Mgmt	For	For	For
5	Elect John D. Harris II	Mgmt	For	For	For
6	Elect Kaisa H. Hietala	Mgmt	For	For	For
7	Elect Joseph L. Hooley	Mgmt	For	Against	Against
8	Elect Steven A. Kandarian	Mgmt	For	Against	Against
9	Elect Alexander A. Karsner	Mgmt	For	Against	Against
10	Elect Lawrence W. Kellner	Mgmt	For	Against	Against
11	Elect Jeffrey W. Ubben	Mgmt	For	For	For
12	Elect Darren W. Woods	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Shareholder Proposal Regarding Formation of Decarbonization Risk Committee	ShrHoldr	Against	Against	For
17	Shareholder Proposal	ShrHoldr	Against	Against	For

	Regarding Retention of Shares Until Normal Retirement Age				
18	Shareholder Proposal Regarding Report on Carbon Capture and Storage	ShrHoldr	Against	Against	For
19	Shareholder Proposal Regarding Methane Emission Disclosures	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Medium-Term Scope 3 Target	ShrHoldr	Against	For	Against
21	Shareholder Proposal Regarding Report on Guyanese Operations	ShrHoldr	Against	For	Against
22	Shareholder Proposal Regarding Recalculated Emissions Baseline	ShrHoldr	Against	For	Against
23	Shareholder Proposal Regarding Audited Report on Asset Retirement Obligations	ShrHoldr	Against	For	Against
24	Shareholder Proposal Regarding Addressing Virgin Plastic Demand	ShrHoldr	Against	For	Against
25	Shareholder Proposal Regarding Environmental Litigation	ShrHoldr	Against	For	Against
26	Shareholder Proposal Regarding Report on Tax	ShrHoldr	Against	For	Against

Transparency

27	Shareholder Proposal Regarding Just Transition Reporting	ShrHoldr	Against	For	Against
28	Shareholder Proposal Regarding Report on Exploration and Production in the Arctic Refuge	ShrHoldr	Against	For	Against

Fabrinet

Ticker	Security ID:	Meeting Date		Meeting Status	
FN	CUSIP G3323L100	12/08/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Homa Bahrami	Mgmt	For	For	For
1.2	Elect Darlene S. Knight	Mgmt	For	For	For
1.3	Elect Rollance E. Olson	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	Against	Against
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

Fastenal Company

Ticker	Security ID:	Meeting Date		Meeting Status	
FAST	CUSIP 311900104	04/22/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Scott A. Satterlee	Mgmt	For	For	For
2	Elect Michael J. Ancius	Mgmt	For	For	For
3	Elect Stephen L. Eastman	Mgmt	For	Against	Against
4	Elect Daniel L. Florness	Mgmt	For	For	For

5	Elect Rita J. Heise	Mgmt	For	For	For
6	Elect Hsenghung Sam Hsu	Mgmt	For	For	For
7	Elect Daniel L. Johnson	Mgmt	For	For	For
8	Elect Nicholas J. Lundquist	Mgmt	For	For	For
9	Elect Sarah N. Nielsen	Mgmt	For	For	For
10	Elect Reyne K. Wisecup	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Fastly, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
FSLY	CUSIP 31188V100	06/14/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Aida M. Alvarez	Mgmt	For	Withhold	Against
1.2	Elect Richard Daniels	Mgmt	For	For	For
1.3	Elect Todd Nightingale	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
4	Approval of Performance Award for Chief Architect	Mgmt	For	Against	Against

FedEx Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
FDX	CUSIP 31428X106	09/19/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Marvin R. Ellison	Mgmt	For	For	For
2	Elect Stephen E. Gorman	Mgmt	For	For	For

3	Elect Susan Patricia Griffith	Mgmt	For	Abstain	Against
4	Elect Kimberly A. Jabal	Mgmt	For	For	For
5	Elect Amy B. Lane	Mgmt	For	Abstain	Against
6	Elect R. Brad Martin	Mgmt	For	For	For
7	Elect Nancy A. Norton	Mgmt	For	For	For
8	Elect Frederick P. Perpall	Mgmt	For	For	For
9	Elect Joshua Cooper Ramo	Mgmt	For	For	For
10	Elect Susan C. Schwab	Mgmt	For	Abstain	Against
11	Elect Frederick W. Smith	Mgmt	For	For	For
12	Elect David P. Steiner	Mgmt	For	Against	Against
13	Elect Rajesh Subramaniam	Mgmt	For	For	For
14	Elect V. James Vena	Mgmt	For	For	For
15	Elect Paul S. Walsh	Mgmt	For	Abstain	Against
16	Advisory Vote on Executive Compensation	Mgmt	For	For	For
17	Ratification of Auditor	Mgmt	For	Against	Against
18	Amendment to the 2019 Omnibus Stock Incentive Plan	Mgmt	For	For	For
19	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	For	Against
21	Shareholder Proposal Regarding Lobbying Report	ShrHoldr	Against	For	Against
22	Shareholder Proposal Regarding Report on	ShrHoldr	Against	For	Against

Racism in Company
Culture

23	Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	ShrHoldr	Against	For	Against
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Fidelity National Information Services, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
FIS	CUSIP 31620M106	05/24/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Lee Adrean	Mgmt	For	For	For
2	Elect Ellen R. Alemany	Mgmt	For	For	For
3	Elect Mark D. Benjamin	Mgmt	For	For	For
4	Elect Vijay D'Silva	Mgmt	For	For	For
5	Elect Stephanie L. Ferris	Mgmt	For	For	For
6	Elect Jeffrey A. Goldstein	Mgmt	For	Against	Against
7	Elect Lisa Hook	Mgmt	For	For	For
8	Elect Kenneth T. Lamneck	Mgmt	For	For	For
9	Elect Gary L. Lauer	Mgmt	For	For	For
10	Elect Louise M. Parent	Mgmt	For	For	For
11	Elect Brian T. Shea	Mgmt	For	For	For
12	Elect James B. Stallings, Jr.	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Ratification of Auditor	Mgmt	For	For	For

Fifth Third Bancorp

Ticker Security ID:
FITB CUSIP 316773100

Meeting Date
04/18/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Nicholas K. Akins	Mgmt	For		Against	Against
2	Elect B. Evan Bayh, III	Mgmt	For		Against	Against
3	Elect Jorge L. Benitez	Mgmt	For		Against	Against
4	Elect Katherine B. Blackburn	Mgmt	For		Against	Against
5	Elect Emerson L. Brumback	Mgmt	For		For	For
6	Elect Linda W. Clement-Holmes	Mgmt	For		For	For
7	Elect C. Bryan Daniels	Mgmt	For		For	For
8	Elect Mitchell S. Feiger	Mgmt	For		For	For
9	Elect Thomas H. Harvey	Mgmt	For		Against	Against
10	Elect Gary R. Heminger	Mgmt	For		For	For
11	Elect Eileen A. Mallesch	Mgmt	For		For	For
12	Elect Michael B. McCallister	Mgmt	For		For	For
13	Elect Timothy N. Spence	Mgmt	For		For	For
14	Elect Marsha C. Williams	Mgmt	For		Against	Against
15	Ratification of Auditor	Mgmt	For		Against	Against
16	Advisory Vote on Executive Compensation	Mgmt	For		For	For

First Solar, Inc.

Ticker Security ID:
FSLR CUSIP 336433107

Meeting Date
05/09/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
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1	Elect Michael J. Ahearn	Mgmt	For	Against	Against
2	Elect Richard D. Chapman	Mgmt	For	For	For
3	Elect Anita Marangoly George	Mgmt	For	For	For
4	Elect George A. Hambro	Mgmt	For	For	For
5	Elect Molly E. Joseph	Mgmt	For	Against	Against
6	Elect Craig Kennedy	Mgmt	For	For	For
7	Elect Lisa A. Kro	Mgmt	For	For	For
8	Elect William J. Post	Mgmt	For	Against	Against
9	Elect Paul H. Stebbins	Mgmt	For	Against	Against
10	Elect Michael T. Sweeney	Mgmt	For	Against	Against
11	Elect Mark Widmar	Mgmt	For	For	For
12	Elect Norman L. Wright	Mgmt	For	Against	Against
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Foot Locker, Inc.

Ticker Security ID:
FL CUSIP 344849104

Meeting Date
05/17/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
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1	Elect Mary N. Dillon	Mgmt	For	For	For
2	Elect Virginia C. Drosos	Mgmt	For	For	For
3	Elect Alan D. Feldman	Mgmt	For	For	For
4	Elect Guillermo G. Marmol	Mgmt	For	For	For
5	Elect Darlene Nicosia	Mgmt	For	For	For
6	Elect Steven Oakland	Mgmt	For	For	For
7	Elect Ulice Payne, Jr.	Mgmt	For	Against	Against
8	Elect Kimberly Underhill	Mgmt	For	For	For

9	Elect Tristan Walker	Mgmt	For	For	For
10	Elect Dona D. Young	Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Amendment to the 2007 Stock Incentive Plan	Mgmt	For	For	For
13	Approval of the 2023 Employee Stock Purchase Plan	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	Against	Against

Ford Motor Company		Meeting Date		Meeting Status	
Ticker	Security ID:	05/11/2023		Voted	
F	CUSIP 345370860	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Kimberly A. Casiano	Mgmt	For	Against	Against
2	Elect Alexandra Ford English	Mgmt	For	For	For
3	Elect James D. Farley, Jr.	Mgmt	For	For	For
4	Elect Henry Ford III	Mgmt	For	Against	Against
5	Elect William Clay Ford, Jr.	Mgmt	For	For	For
6	Elect William W. Helman IV	Mgmt	For	Against	Against
7	Elect Jon M. Huntsman, Jr.	Mgmt	For	For	For
8	Elect William E. Kennard	Mgmt	For	Against	Against

9	Elect John C. May	Mgmt	For	Against	Against
10	Elect Beth E. Mooney	Mgmt	For	Against	Against
11	Elect Lynn M. Vojvodich Radakovich	Mgmt	For	Against	Against
12	Elect John L. Thornton	Mgmt	For	Against	Against
13	Elect John B. Veihmeyer	Mgmt	For	Against	Against
14	Elect John S. Weinberg	Mgmt	For	Against	Against
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
17	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
18	Approval of the 2023 Long-Term Incentive Plan	Mgmt	For	Against	Against
19	Shareholder Proposal Regarding Recapitalization	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Child Labor Linked To Electric Vehicles	ShrHoldr	Against	Against	For
21	Shareholder Proposal Regarding Transparency and Minimization of Animal Testing	ShrHoldr	Against	For	Against

Fortinet, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
FTNT	CUSIP 34959E109	06/16/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Ken Xie	Mgmt	For	For	For
2	Elect Michael Xie	Mgmt	For	For	For
3	Elect Kenneth A.	Mgmt	For	For	For

Goldman

4	Elect Ming Hsieh	Mgmt	For	Against	Against
5	Elect Jean Hu	Mgmt	For	Against	Against
6	Elect William H. Neukom	Mgmt	For	Against	Against
7	Elect Judith Sim	Mgmt	For	Against	Against
8	Elect James G. Stavridis	Mgmt	For	For	For
9	Ratification of Auditor	Mgmt	For	Against	Against
10	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Elimination of Supermajority Requirement	Mgmt	For	For	For
13	Amendment to Articles to Permit the Exculpation of Officers	Mgmt	For	Against	Against

Fortive Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
FTV	CUSIP 34959J108	06/06/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Eric Branderiz	Mgmt	For	For	For
2	Elect Daniel L. Comas	Mgmt	For	For	For
3	Elect Sharmistha Dubey	Mgmt	For	For	For
4	Elect Rejji P. Hayes	Mgmt	For	For	For
5	Elect Wright L. Lassiter III	Mgmt	For	For	For
6	Elect James A. Lico	Mgmt	For	For	For
7	Elect Kate D. Mitchell	Mgmt	For	For	For
8	Elect Jeannine P. Sargent	Mgmt	For	For	For
9	Elect Alan G. Spoon	Mgmt	For	For	For

10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	Against	For

GE HealthCare Technologies Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
GEHC	CUSIP 36266G107	05/23/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Peter J. Arduini	Mgmt	For	For	For
2	Elect H. Lawrence Culp, Jr.	Mgmt	For	For	For
3	Elect Rodney F. Hochman	Mgmt	For	For	For
4	Elect Lloyd W. Howell, Jr.	Mgmt	For	For	For
5	Elect Risa Lavizzo-Mourey	Mgmt	For	For	For
6	Elect Catherine Lesjak	Mgmt	For	For	For
7	Elect Anne T. Madden	Mgmt	For	For	For
8	Elect Tomislav Mihaljevic	Mgmt	For	For	For
9	Elect William J. Stromberg	Mgmt	For	For	For
10	Elect Phoebe L. Yang	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive	Mgmt	1 Year	1 Year	For

Compensation

13	Ratification of Auditor	Mgmt	For	For	For
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General Dynamics Corporation

Ticker	Security ID:	Meeting Date	Meeting Status		
GD	CUSIP 369550108	05/03/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt

1	Elect Richard D. Clarke	Mgmt	For	Against	Against
2	Elect James S. Crown	Mgmt	For	Against	Against
3	Elect Rudy F. deLeon	Mgmt	For	For	For
4	Elect Cecil D. Haney	Mgmt	For	Against	Against
5	Elect Mark M. Malcolm	Mgmt	For	For	For
6	Elect James N. Mattis	Mgmt	For	Against	Against
7	Elect Phebe N. Novakovic	Mgmt	For	For	For

8	Elect C. Howard Nye	Mgmt	For	Against	Against
9	Elect Catherine B. Reynolds	Mgmt	For	For	For

10	Elect Laura J. Schumacher	Mgmt	For	Against	Against
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11	Elect Robert K. Steel	Mgmt	For	For	For
12	Elect John G. Stratton	Mgmt	For	Against	Against
13	Elect Peter A. Wall	Mgmt	For	Against	Against
14	Amendment to Articles Limiting the Liability of Certain Officers	Mgmt	For	Against	Against

15	Ratification of Auditor	Mgmt	For	Against	Against
16	Advisory Vote on Executive Compensation	Mgmt	For	For	For

17	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
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18	Shareholder Proposal Regarding Report on Human Rights Impact Assessments	ShrHoldr	Against	For	Against
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19	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
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General Motors Company

Ticker	Security ID:	Meeting Date	Meeting Status
GM	CUSIP 37045V100	06/20/2023	Voted

Meeting Type	Country of Trade
Annual	United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Mary T. Barra	Mgmt	For	For	For
2	Elect Aneel Bhusri	Mgmt	For	For	For
3	Elect Wesley G. Bush	Mgmt	For	For	For
4	Elect Joanne C. Crevoiserat	Mgmt	For	For	For

5	Elect Linda R. Gooden	Mgmt	For	For	For
6	Elect Joseph Jimenez	Mgmt	For	For	For
7	Elect Jonathan McNeill	Mgmt	For	For	For
8	Elect Judith A. Miscik	Mgmt	For	For	For
9	Elect Patricia F. Russo	Mgmt	For	For	For
10	Elect Thomas M. Schoewe	Mgmt	For	For	For
11	Elect Mark A. Tatum	Mgmt	For	For	For
12	Elect Jan E. Tighe	Mgmt	For	For	For
13	Elect Devin N. Wenig	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	For	For
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For

16	Amendment to the 2020 Long-Term Incentive Plan	Mgmt	For	For	For
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17	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For
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18	Shareholder Proposal Regarding Right to Act by Written Consent	ShrHoldr	Against	Against	For
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19	Shareholder Proposal	ShrHoldr	Against	For	Against
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Regarding Procurement
Targets for
Sustainable Materials
in Supply
Chain

Genuine Parts Company						
Ticker	Security ID:		Meeting Date		Meeting Status	
GPC	CUSIP 372460105		05/01/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Elizabeth W. Camp	Mgmt		For	For	For
2	Elect Richard Cox, Jr.	Mgmt		For	For	For
3	Elect Paul D. Donahue	Mgmt		For	For	For
4	Elect Gary P. Fayard	Mgmt		For	For	For
5	Elect P. Russell Hardin	Mgmt		For	Withhold	Against
6	Elect John R. Holder	Mgmt		For	For	For
7	Elect Donna W. Hyland	Mgmt		For	For	For
8	Elect John D. Johns	Mgmt		For	For	For
9	Elect Jean-Jacques Lafont	Mgmt		For	For	For
10	Elect Robert C. Loudermilk, Jr.	Mgmt		For	For	For
11	Elect Wendy B. Needham	Mgmt		For	Withhold	Against
12	Elect Juliette W. Pryor	Mgmt		For	For	For
13	Elect E. Jenner Wood III	Mgmt		For	For	For
14	Advisory Vote on Executive Compensation	Mgmt		For	Against	Against
15	Frequency of Advisory Vote on Executive Compensation	Mgmt		1 Year	1 Year	For
16	Ratification of Auditor	Mgmt		For	Against	Against

Gilead Sciences, Inc.			
Ticker	Security ID:	Meeting Date	Meeting Status
GILD	CUSIP 375558103	05/03/2023	Voted
Meeting Type		Country of Trade	

Annual Issue No.	Description	United States Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Jacqueline K. Barton	Mgmt	For	For	For
2	Elect Jeffrey A. Bluestone	Mgmt	For	For	For
3	Elect Sandra J. Horning	Mgmt	For	For	For
4	Elect Kelly A. Kramer	Mgmt	For	Against	Against
5	Elect Kevin E. Lofton	Mgmt	For	For	For
6	Elect Harish Manwani	Mgmt	For	For	For
7	Elect Daniel P. O'Day	Mgmt	For	For	For
8	Elect Javier J. Rodriguez	Mgmt	For	For	For
9	Elect Anthony Welters	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Amendment to the Employee Stock Purchase Plan	Mgmt	For	For	For
14	Shareholder Proposal Regarding Multiple Board Nominees	ShrHoldr	Against	Against	For
15	Shareholder Proposal Regarding Allowing Beneficial Owners to Call Special Meetings	ShrHoldr	Against	Against	For
16	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary	ShrHoldr	Against	For	Against

Patents

Global Payments Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
GPN	CUSIP 37940X102		04/27/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect F. Thaddeus Arroyo	Mgmt	For	Against	Against	
2	Elect Robert H.B. Baldwin, Jr.	Mgmt	For	For	For	
3	Elect John G. Bruno	Mgmt	For	For	For	
4	Elect Joia M. Johnson	Mgmt	For	For	For	
5	Elect Ruth Ann Marshall	Mgmt	For	Against	Against	
6	Elect Connie D. McDaniel	Mgmt	For	Against	Against	
7	Elect Joseph H. Osnoss	Mgmt	For	For	For	
8	Elect William B. Plummer	Mgmt	For	For	For	
9	Elect Jeffrey S. Sloan	Mgmt	For	For	For	
10	Elect John T. Turner	Mgmt	For	Against	Against	
11	Elect M. Troy Woods	Mgmt	For	Against	Against	
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against	
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
14	Ratification of Auditor	Mgmt	For	Against	Against	
15	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	For	Against	

Graham Holdings Company			
Ticker	Security ID:	Meeting Date	Meeting Status
GHC	CUSIP 384637104	05/04/2023	Voted
Meeting Type		Country of Trade	

Annual Issue No.	Description	United States Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Tony Allen	Mgmt	For	For	For
2	Elect Danielle Conley	Mgmt	For	For	For
3	Elect Christopher C. Davis	Mgmt	For	Withhold	Against

Graphic Packaging Holding Company

Ticker	Security ID:	Meeting Date		Meeting Status	
GPX	CUSIP 388689101	05/24/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Michael P. Doss	Mgmt	For	For	For
1.2	Elect Dean A. Scarborough	Mgmt	For	For	For
1.3	Elect Larry M. Venturelli	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Halliburton Company

Ticker	Security ID:	Meeting Date		Meeting Status	
HAL	CUSIP 406216101	05/17/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Abdulaziz F. Alkhayyal	Mgmt	For	Against	Against
2	Elect William E. Albrecht	Mgmt	For	For	For
3	Elect M. Katherine	Mgmt	For	For	For

Banks

4	Elect Alan M. Bennett	Mgmt	For	Against	Against
5	Elect Milton Carroll	Mgmt	For	Against	Against
6	Elect Earl M. Cummings	Mgmt	For	For	For
7	Elect Murry S. Gerber	Mgmt	For	For	For
8	Elect Robert A. Malone	Mgmt	For	Against	Against
9	Elect Jeffrey A. Miller	Mgmt	For	For	For
10	Elect Bhavesh V. Patel	Mgmt	For	For	For
11	Elect Maurice Smith	Mgmt	For	For	For
12	Elect Janet L. Weiss	Mgmt	For	For	For
13	Elect Tobi M. Edwards Young	Mgmt	For	Against	Against
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
17	Amendment to Article Regarding Officer Exculpation	Mgmt	For	Against	Against
18	Amendments to the Certificate of Incorporation	Mgmt	For	For	For

Harley-Davidson, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
HOG	CUSIP 412822108	05/18/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent Mgmt Rec	Vote Cast For/Against Mgmt
1.1	Elect Troy M. Alstead	Mgmt For	Withhold Against
1.2	Elect Jared D. Dourdeville	Mgmt For	Withhold Against
1.3	Elect James D. Farley, Jr.	Mgmt For	Withhold Against
1.4	Elect Allan C. Golston	Mgmt For	Withhold Against
1.5	Elect Sara L. Levinson	Mgmt For	Withhold Against
1.6	Elect N. Thomas	Mgmt For	Withhold Against

Linebarger

1.7	Elect Rafeh Masood	Mgmt	For	Withhold	Against
1.8	Elect Maryrose T. Sylvester	Mgmt	For	Withhold	Against
1.9	Elect Jochen Zeitz	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Ratification of Auditor	Mgmt	For	Against	Against

HashiCorp, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
HCP	CUSIP 418100103	06/29/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Todd R. Ford	Mgmt	For	For	For
2	Elect David Henshall	Mgmt	For	For	For
3	Elect Sigal Zarmi	Mgmt	For	Withhold	Against
4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
5	Ratification of Auditor	Mgmt	For	For	For

HCA Healthcare, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
HCA	CUSIP 40412C101	04/19/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Thomas F. Frist III	Mgmt	For	Against	Against
2	Elect Samuel N. Hazen	Mgmt	For	For	For
3	Elect Meg G. Crofton	Mgmt	For	For	For
4	Elect Robert J. Dennis	Mgmt	For	For	For
5	Elect Nancy-Ann DeParle	Mgmt	For	For	For

6	Elect William R. Frist	Mgmt	For	For	For
7	Elect Hugh F. Johnston	Mgmt	For	For	For
8	Elect Michael W. Michelson	Mgmt	For	For	For
9	Elect Wayne J. Riley	Mgmt	For	For	For
10	Elect Andrea B. Smith	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Approval of the 2023 Employee Stock Purchase Plan	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Shareholder Proposal Regarding Political Contributions and Expenditures Report	ShrHoldr	Against	For	Against
15	Shareholder Proposal Regarding Board Oversight of Staffing and Patient Safety	ShrHoldr	Against	For	Against

Healthpeak Properties, Inc.

Ticker Security ID:
PEAK CUSIP 42250P103

Meeting Type

Annual

Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
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1	Elect Scott M. Brinker	Mgmt	For	For	For
2	Elect Brian G. Cartwright	Mgmt	For	Against	Against
3	Elect James B. Connor	Mgmt	For	For	For
4	Elect Christine N. Garvey	Mgmt	For	For	For
5	Elect R. Kent Griffin Jr.	Mgmt	For	For	For
6	Elect David B. Henry	Mgmt	For	For	For

7	Elect Sara G. Lewis	Mgmt	For	For	For
8	Elect Katherine M. Sandstrom	Mgmt	For	For	For
9	Advisory Vote on Executive Compensation	Mgmt	For	For	For
10	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
11	Approval of the 2023 Performance Incentive Plan	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	For	For

HEICO Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
HEI	CUSIP 422806109	03/17/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Thomas M. Culligan	Mgmt	For	Withhold	Against
1.2	Elect Carol F. Fine	Mgmt	For	For	For
1.3	Elect Adolfo Henriques	Mgmt	For	For	For
1.4	Elect Mark H. Hildebrandt	Mgmt	For	Withhold	Against
1.5	Elect Eric A. Mendelson	Mgmt	For	Withhold	Against
1.6	Elect Laurans A. Mendelson	Mgmt	For	For	For
1.7	Elect Victor H. Mendelson	Mgmt	For	Withhold	Against
1.8	Elect Julie Neitzel	Mgmt	For	For	For
1.9	Elect Alan Schriesheim	Mgmt	For	Withhold	Against
1.10	Elect Frank J. Schwitter	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Ratification of Auditor	Mgmt	For	Against	Against

HEICO Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
HEI	CUSIP 422806109	03/17/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Thomas M. Culligan	Mgmt	For	Withhold	Against
1.2	Elect Carol F. Fine	Mgmt	For	For	For
1.3	Elect Adolfo Henriques	Mgmt	For	For	For
1.4	Elect Mark H. Hildebrandt	Mgmt	For	Withhold	Against
1.5	Elect Eric A. Mendelson	Mgmt	For	Withhold	Against
1.6	Elect Laurans A. Mendelson	Mgmt	For	For	For
1.7	Elect Victor H. Mendelson	Mgmt	For	Withhold	Against
1.8	Elect Julie Neitzel	Mgmt	For	For	For
1.9	Elect Alan Schriesheim	Mgmt	For	Withhold	Against
1.10	Elect Frank J. Schwitter	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Ratification of Auditor	Mgmt	For	Against	Against

Herbalife Nutrition Ltd.

Ticker	Security ID:	Meeting Date		Meeting Status	
HLF	CUSIP G4412G101	04/26/2023		Voted	

Meeting Type Annual		Country of Trade United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Michael O. Johnson	Mgmt	For	For	For
2	Elect Richard H. Carmona	Mgmt	For	Against	Against
3	Elect Celine Del Genes	Mgmt	For	For	For
4	Elect Stephan Paulo Gratziani	Mgmt	For	For	For
5	Elect Kevin M. Jones	Mgmt	For	For	For
6	Elect Sophie L'Helias	Mgmt	For	For	For
7	Elect Alan W. LeFevre	Mgmt	For	For	For
8	Elect Juan Miguel Mendoza	Mgmt	For	For	For
9	Elect Donal L. Mulligan	Mgmt	For	For	For
10	Elect Maria Otero	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Company Name Change	Mgmt	For	For	For
14	Approval of the 2023 Stock Incentive Plan	Mgmt	For	For	For
15	Ratification of Auditor	Mgmt	For	For	For

Hewlett Packard Enterprise Company

Ticker	Security ID:	Meeting Date		Meeting Status	
HPE	CUSIP 42824C109	04/05/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Daniel Ammann	Mgmt	For	For	For
2	Elect Pamela L. Carter	Mgmt	For	For	For
3	Elect Frank A. D'Amelio	Mgmt	For	For	For

4	Elect Regina E. Dugan	Mgmt	For	For	For
5	Elect Jean M. Hobby	Mgmt	For	For	For
6	Elect Raymond J. Lane	Mgmt	For	For	For
7	Elect Ann M. Livermore	Mgmt	For	For	For
8	Elect Antonio F. Neri	Mgmt	For	For	For
9	Elect Charles H. Noski	Mgmt	For	For	For
10	Elect Raymond E. Ozzie	Mgmt	For	For	For
11	Elect Gary M. Reiner	Mgmt	For	For	For
12	Elect Patricia F. Russo	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	For	For
14	Amendment to the 2021 Stock Incentive Plan	Mgmt	For	For	For
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Shareholder Proposal Regarding Lobbying Report	ShrHoldr	Against	For	Against

HF Sinclair Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
DINO	CUSIP 403949100	05/24/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Anne-Marie N. Ainsworth	Mgmt	For	For	For
2	Elect Anna C. Catalano	Mgmt	For	Against	Against
3	Elect Leldon E. Echols	Mgmt	For	For	For
4	Elect Manuel J. Fernandez	Mgmt	For	For	For
5	Elect Timothy Go	Mgmt	For	For	For
6	Elect Rhoman J. Hardy	Mgmt	For	For	For
7	Elect R. Craig Knocke	Mgmt	For	Against	Against
8	Elect Robert J. Kostelnik	Mgmt	For	Against	Against
9	Elect James H. Lee	Mgmt	For	For	For
10	Elect Ross B. Matthews	Mgmt	For	For	For
11	Elect Franklin Myers	Mgmt	For	Against	Against
12	Elect Norman J. Szydlowski	Mgmt	For	Against	Against

13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Shareholder Proposal Regarding Right to Call Special Meetings	ShrHoldr	Against	For	Against

Hilton Worldwide Holdings Inc.

Ticker		Security ID:		Meeting Date		Meeting Status	
HLT		CUSIP 43300A203		05/18/2023		Voted	
Meeting Type				Country of Trade			
Annual				United States			
Issue No.	Description			Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Christopher J. Nassetta			Mgmt	For	For	For
2	Elect Jonathan D. Gray			Mgmt	For	Against	Against
3	Elect Charlene T. Begley			Mgmt	For	For	For
4	Elect Chris Carr			Mgmt	For	For	For
5	Elect Melanie L. Healey			Mgmt	For	For	For
6	Elect Raymond E. Mabus, Jr.			Mgmt	For	For	For
7	Elect Judith A. McHale			Mgmt	For	For	For
8	Elect Elizabeth A. Smith			Mgmt	For	For	For
9	Elect Douglas M. Steenland			Mgmt	For	For	For
10	Ratification of Auditor			Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation			Mgmt	For	For	For

Honeywell International Inc.

Ticker Security ID:
HON CUSIP 438516106

Meeting Date
05/19/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Darius Adamczyk	Mgmt	For	For	For
2	Elect Duncan B. Angove	Mgmt	For	For	For
3	Elect William S. Ayer	Mgmt	For	For	For
4	Elect Kevin Burke	Mgmt	For	For	For
5	Elect D. Scott Davis	Mgmt	For	Against	Against
6	Elect Deborah Flint	Mgmt	For	For	For
7	Elect Vimal Kapur	Mgmt	For	For	For
8	Elect Rose Lee	Mgmt	For	For	For
9	Elect Grace D. Lieblein	Mgmt	For	For	For
10	Elect Robin L. Washington	Mgmt	For	For	For
11	Elect Robin Watson	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	For	For
15	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
16	Shareholder Proposal Regarding Environmental and Health Impact Report	ShrHoldr	Against	For	Against

Host Hotels & Resorts, Inc.

Ticker Security ID:
HST CUSIP 44107P104

Meeting Date
05/18/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1 Elect Mary L. Baglivo

Mgmt

For

For

For

2	Elect Herman E. Bulls	Mgmt	For	For	For
3	Elect Diana M. Laing	Mgmt	For	For	For
4	Elect Richard E. Marriott	Mgmt	For	Against	Against
5	Elect Mary Hogan Preusse	Mgmt	For	For	For
6	Elect Walter C. Rakowich	Mgmt	For	For	For
7	Elect James F. Risoleo	Mgmt	For	For	For
8	Elect Gordon H. Smith	Mgmt	For	For	For
9	Elect A. William Stein	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

HP Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	04/24/2023		Voted	
HPQ	CUSIP 40434L105	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Aida M. Alvarez	Mgmt	For	For	For
2	Elect Shumeet Banerji	Mgmt	For	For	For
3	Elect Robert R. Bennett	Mgmt	For	For	For
4	Elect Charles Chip V. Bergh	Mgmt	For	For	For
5	Elect Bruce Broussard	Mgmt	For	For	For
6	Elect Stacy Brown-Philpot	Mgmt	For	For	For
7	Elect Stephanie A. Burns	Mgmt	For	For	For
8	Elect Mary Anne Citrino	Mgmt	For	For	For
9	Elect Richard L. Clemmer	Mgmt	For	For	For
10	Elect Enrique Lores	Mgmt	For	For	For

11	Elect Judith A. Miscik	Mgmt	For	For	For
12	Elect Kim K.W. Rucker	Mgmt	For	For	For
13	Elect Subra Suresh	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
17	Shareholder Proposal Regarding Right to Act by Written Consent	ShrHoldr	Against	Against	For

Hub Group, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
HUBG	CUSIP 443320106	05/25/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect David P. Yeager	Mgmt	For	Withhold	Against
1.2	Elect Phillip D Yeager	Mgmt	For	For	For
1.3	Elect Peter B. McNitt	Mgmt	For	For	For
1.4	Elect Mary H. Boosalis	Mgmt	For	Withhold	Against
1.5	Elect Lisa Dykstra	Mgmt	For	For	For
1.6	Elect Michael E. Flannery	Mgmt	For	For	For
1.7	Elect James C. Kenny	Mgmt	For	For	For
1.8	Elect Jenell R. Ross	Mgmt	For	For	For
1.9	Elect Martin P. Slark	Mgmt	For	Withhold	Against
1.10	Elect Gary Yablon	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Ratification of Auditor	Mgmt	For	Against	Against
5	Amendment to Articles to Update Exculpation Provisions	Mgmt	For	Against	Against

Hubspot, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
HUBS	CUSIP 443573100	06/06/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Nick Caldwell	Mgmt	For	For	For
2	Elect Claire Hughes Johnson	Mgmt	For	For	For
3	Elect Jay Simons	Mgmt	For	For	For
4	Elect Yamini Rangan	Mgmt	For	For	For
5	Ratification of Auditor	Mgmt	For	For	For
6	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
7	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Humana Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
HUM	CUSIP 444859102	04/20/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Raquel C. Bono	Mgmt	For	For	For
2	Elect Bruce Broussard	Mgmt	For	For	For
3	Elect Frank A. D'Amelio	Mgmt	For	Against	Against
4	Elect David T. Feinberg	Mgmt	For	For	For
5	Elect Wayne A.I. Frederick	Mgmt	For	For	For
6	Elect John W. Garratt	Mgmt	For	For	For
7	Elect Kurt J. Hilzinger	Mgmt	For	Against	Against
8	Elect Karen W. Katz	Mgmt	For	Against	Against
9	Elect Marcy S. Klevorn	Mgmt	For	For	For
10	Elect William J. McDonald	Mgmt	For	For	For
11	Elect Jorge S. Mesquita	Mgmt	For	For	For
12	Elect Brad D. Smith	Mgmt	For	For	For

13	Ratification of Auditor	Mgmt	For	Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Huntsman Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
HUN	CUSIP 447011107	04/21/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Peter R. Huntsman	Mgmt	For	For	For
2	Elect Cynthia L. Egan	Mgmt	For	Against	Against
3	Elect Mary C. Beckerle	Mgmt	For	For	For
4	Elect Sonia Dula	Mgmt	For	For	For
5	Elect Curtis E. Espeland	Mgmt	For	For	For
6	Elect Daniele Ferrari	Mgmt	For	For	For
7	Elect Jeanne McGovern	Mgmt	For	For	For
8	Elect Jose Antonio Munoz Barcelo	Mgmt	For	For	For
9	Elect David B. Sewell	Mgmt	For	For	For
10	Elect Jan E. Tighe	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Amendment to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	Against	Against
15	Shareholder Proposal Regarding Severance	ShrHoldr	Against	Against	For

Approval
Policy

Idexx Laboratories, Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
IDXX	CUSIP 45168D104		05/17/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Daniel M. Junius	Mgmt	For		For	For
2	Elect Lawrence D. Kingsley	Mgmt	For		Against	Against
3	Elect Sophie V. Vandebroek	Mgmt	For		For	For
4	Ratification of Auditor	Mgmt	For		Against	Against
5	Advisory Vote on Executive Compensation	Mgmt	For		For	For
6	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year		1 Year	For

Ingersoll Rand Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
IR	CUSIP 45687V106		06/15/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Vicente Reynal	Mgmt	For		For	For
2	Elect William P. Donnelly	Mgmt	For		Against	Against
3	Elect Kirk E. Arnold	Mgmt	For		Against	Against
4	Elect Gary D. Forsee	Mgmt	For		For	For
5	Elect Jennifer Hartsock	Mgmt	For		For	For
6	Elect John Humphrey	Mgmt	For		For	For
7	Elect Marc E. Jones	Mgmt	For		For	For
8	Elect Mark Stevenson	Mgmt	For		Against	Against
9	Elect Michael Stubblefield	Mgmt	For		For	For

10	Elect Tony L. White	Mgmt	For	Against	Against
11	Ratification of Auditor	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Ingevity Corporation

Ticker		Security ID:		Meeting Date		Meeting Status	
NGVT		CUSIP 45688C107		04/27/2023		Voted	
Meeting Type		Country of Trade					
Annual		United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt		
1	Elect Jean S. Blackwell	Mgmt	For	For	For		
2	Elect Luis Fernandez-Moreno	Mgmt	For	Against	Against		
3	Elect John C. Fortson	Mgmt	For	For	For		
4	Elect Diane H. Gulyas	Mgmt	For	For	For		
5	Elect Bruce D. Hoechner	Mgmt	For	For	For		
6	Elect Frederick J. Lynch	Mgmt	For	For	For		
7	Elect Karen G. Narwold	Mgmt	For	For	For		
8	Elect Daniel F. Sansone	Mgmt	For	For	For		
9	Elect William J. Slocum	Mgmt	For	For	For		
10	Elect Benjamin G. Wright	Mgmt	For	For	For		
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against		
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For		
13	Ratification of Auditor	Mgmt	For	For	For		
14	Amendment to the 2017 Employee Stock Purchase Plan	Mgmt	For	For	For		

Ingredion Incorporated
 Ticker Security ID:
 INGR CUSIP 457187102

Meeting Date
 05/19/2023
 Country of Trade
 United States

Meeting Status
 Voted

Meeting Type
 Annual

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect David B. Fischer	Mgmt	For	For	For
2	Elect Paul Hanrahan	Mgmt	For	For	For
3	Elect Rhonda L. Jordan	Mgmt	For	For	For
4	Elect Gregory B. Kenny	Mgmt	For	Against	Against
5	Elect Charles V. Magro	Mgmt	For	For	For
6	Elect Victoria J. Reich	Mgmt	For	For	For
7	Elect Catherine A. Suever	Mgmt	For	For	For
8	Elect Stephan B. Tanda	Mgmt	For	For	For
9	Elect Jorge A. Uribe	Mgmt	For	For	For
10	Elect Patricia Verduin	Mgmt	For	For	For
11	Elect Dwayne A. Wilson	Mgmt	For	Against	Against
12	Elect James Zallie	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Approval of Exclusive Forum Provisions	Mgmt	For	Against	Against
17	Approval of the 2023 Stock Incentive Plan	Mgmt	For	Against	Against

Intel Corporation
 Ticker Security ID:
 INTC CUSIP 458140100

Meeting Date
 05/11/2023
 Country of Trade
 United States

Meeting Status
 Voted

Meeting Type
 Annual

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Patrick P. Gelsinger	Mgmt	For	For	For

2	Elect James J. Goetz	Mgmt	For	For	For
3	Elect Andrea J. Goldsmith	Mgmt	For	For	For
4	Elect Alyssa H. Henry	Mgmt	For	For	For
5	Elect S. Omar Ishrak	Mgmt	For	For	For
6	Elect Risa Lavizzo-Mourey	Mgmt	For	For	For
7	Elect Tsu-Jae King Liu	Mgmt	For	For	For
8	Elect Barbara G. Novick	Mgmt	For	For	For
9	Elect Gregory D. Smith	Mgmt	For	For	For
10	Elect Lip-Bu Tan	Mgmt	For	For	For
11	Elect Dion J. Weisler	Mgmt	For	For	For
12	Elect Frank D. Yeary	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Amendment to the 2006 Equity Incentive Plan	Mgmt	For	For	For
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
17	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	ShrHoldr	Against	Against	For
18	Shareholder Proposal Regarding Third-Party Review for ESG Congruency with Business in China	ShrHoldr	Against	Against	For

Interactive Brokers Group, Inc.

Ticker Security ID:
IBKR CUSIP 45841N107

Meeting Type

Annual

Issue No. Description

Meeting Date
04/20/2023

Country of Trade
United States

Proponent Mgmt Rec

Meeting Status
Voted

Vote Cast For/Against
Mgmt

1	Elect Thomas Peterffy	Mgmt	For	Against	Against
2	Elect Earl H. Nemser	Mgmt	For	Against	Against
3	Elect Milan Galik	Mgmt	For	Against	Against
4	Elect Paul J. Brody	Mgmt	For	Against	Against
5	Elect Lawrence E. Harris	Mgmt	For	For	For
6	Elect Philip Uhde	Mgmt	For	For	For
7	Elect William Peterffy	Mgmt	For	Against	Against
8	Elect Nicole Yuen	Mgmt	For	Against	Against
9	Elect Jill Bright	Mgmt	For	Against	Against
10	Ratification of Auditor	Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	2 Years	1 Year	Against
13	Amendment to the 2007 Stock Incentive Plan	Mgmt	For	For	For

International Business Machines Corporation

Ticker	Security ID:	Meeting Date	Meeting Status
IBM	CUSIP 459200101	04/25/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent	Mgmt Rec
			Vote Cast
			For/Against
			Mgmt
1	Elect Thomas Buberl	Mgmt	For
2	Elect David N. Farr	Mgmt	For
3	Elect Alex Gorsky	Mgmt	For
4	Elect Michelle Howard	Mgmt	For
5	Elect Arvind Krishna	Mgmt	For
6	Elect Andrew N. Liveris	Mgmt	For
7	Elect F. William McNabb, III	Mgmt	For
8	Elect Martha E. Pollack	Mgmt	For
9	Elect Joseph R. Swedish	Mgmt	For
10	Elect Peter R. Voser	Mgmt	For
11	Elect Frederick H. Waddell	Mgmt	For

12	Elect Alfred W. Zollar	Mgmt	For	Against	Against
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
17	Shareholder Proposal Regarding Lobbying Report	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For
19	Shareholder Proposal Regarding Report on Effectiveness of Workplace Sexual Harassment and Discrimination Policies	ShrHoldr	Against	For	Against

International Paper Company

Ticker	Security ID:	Meeting Date		Meeting Status	
IP	CUSIP 460146103	05/08/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Christopher M. Connor	Mgmt	For	Against	Against
2	Elect Ahmet Cemal Dorduncu	Mgmt	For	For	For
3	Elect Ilene S. Gordon	Mgmt	For	Against	Against
4	Elect Anders Gustafsson	Mgmt	For	For	For
5	Elect Jacqueline C.	Mgmt	For	Against	Against

	Hinman				
6	Elect Clinton A. Lewis, Jr.	Mgmt	For	Against	Against
7	Elect D. G. Macpherson	Mgmt	For	Against	Against
8	Elect Kathryn D. Sullivan	Mgmt	For	For	For
9	Elect Mark S. Sutton	Mgmt	For	For	For
10	Elect Anton V. Vincent	Mgmt	For	For	For
11	Elect Raymond Guy Young	Mgmt	For	Against	Against
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
16	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For

Intuit Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	01/19/2023		Voted	
INTU	CUSIP 461202103	Country of Trade			
Meeting Type		United States			
Annual		Proponent		Vote Cast	
Issue No.	Description	Mgmt	Rec		For/Against Mgmt
1	Elect Eve Burton	Mgmt	For	For	For
2	Elect Scott D. Cook	Mgmt	For	For	For
3	Elect Richard L. Dalzell	Mgmt	For	For	For
4	Elect Sasan Goodarzi	Mgmt	For	For	For
5	Elect Deborah Liu	Mgmt	For	For	For
6	Elect Tekedra Mawakana	Mgmt	For	For	For
7	Elect Suzanne Nora	Mgmt	For	For	For

Johnson

8	Elect Thomas J. Szkutak	Mgmt	For	For	For
9	Elect Raul Vazquez	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Amendment to the Employee Stock Purchase Plan	Mgmt	For	For	For

Jackson Financial Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
JXN	CUSIP 46817M107	05/19/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Lily Fu Claffee	Mgmt	For	For	For
2	Elect Gregory T. Durant	Mgmt	For	For	For
3	Elect Steven A. Kandarian	Mgmt	For	Against	Against
4	Elect Derek G. Kirkland	Mgmt	For	For	For
5	Elect Drew E. Lawton	Mgmt	For	For	For
6	Elect Martin J. Lippert	Mgmt	For	For	For
7	Elect Russell G. Noles	Mgmt	For	For	For
8	Elect Laura L. Prieskorn	Mgmt	For	For	For
9	Elect Esta E. Stecher	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Jazz Pharmaceuticals Public Limited Company

Ticker	Security ID:	Meeting Date	Meeting Status		
JAZZ	CUSIP G50871105	07/28/2022	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt

1	Elect Jennifer E. Cook	Mgmt	For	For	For
2	Elect Patrick G. Enright	Mgmt	For	For	For
3	Elect Seamus C. Mulligan	Mgmt	For	For	For
4	Elect Norbert G. Riedel	Mgmt	For	Against	Against
5	Ratification of Auditor	Mgmt	For	For	For
6	Advisory Vote on Executive Compensation	Mgmt	For	For	For
7	Authority to Issue Shares w/o Preemptive Rights	Mgmt	For	For	For
8	Right to Adjourn Meeting	Mgmt	For	For	For

Johnson & Johnson

Ticker	Security ID:	Meeting Date	Meeting Status
JNJ	CUSIP 478160104	04/27/2023	Voted
Meeting Type	Country of Trade		
Annual	United States		
Issue No.	Description	Proponent Mgmt Rec	Vote Cast For/Against Mgmt
1	Elect Darius Adamczyk	Mgmt	For
2	Elect Mary C. Beckerle	Mgmt	For
3	Elect D. Scott Davis	Mgmt	For
4	Elect Jennifer A. Doudna	Mgmt	For
5	Elect Joaquin Duato	Mgmt	For
6	Elect Marillyn A. Hewson	Mgmt	For
7	Elect Paula A. Johnson	Mgmt	For
8	Elect Hubert Joly	Mgmt	For
9	Elect Mark B. McClellan	Mgmt	For
10	Elect Anne Mulcahy	Mgmt	For
11	Elect Mark A. Weinberger	Mgmt	For
12	Elect Nadja Y. West	Mgmt	For
13	Advisory Vote on Executive Compensation	Mgmt	For

14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Ratification of Auditor Shareholder Proposal Regarding Adoption of Mandatory Arbitration Bylaw	Mgmt	For	Against	Against
16		ShrHoldr	Against	Abstain	Against
17	Shareholder Proposal Regarding Report on Access to COVID-19 Products	ShrHoldr	Against	For	Against
18	Shareholder Proposal Prohibiting Adjustments for Legal and Compliance Costs	ShrHoldr	Against	Abstain	Against
19	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	ShrHoldr	Against	For	Against

Johnson Controls International plc						
Ticker	Security ID:		Meeting Date		Meeting Status	
JCI	CUSIP G51502105		03/08/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description		Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Jean S. Blackwell		Mgmt	For	For	For
2	Elect Pierre E. Cohade		Mgmt	For	For	For
3	Elect Michael E. Daniels		Mgmt	For	For	For
4	Elect W. Roy Dunbar		Mgmt	For	For	For
5	Elect Gretchen R. Haggerty		Mgmt	For	For	For
6	Elect Ayesha Khanna		Mgmt	For	For	For
7	Elect Simone Menne		Mgmt	For	For	For

8	Elect George R. Oliver	Mgmt	For	For	For
9	Elect Carl Jurgen Tinggren	Mgmt	For	For	For
10	Elect Mark P. Vergnano	Mgmt	For	For	For
11	Elect John D. Young	Mgmt	For	For	For
12	Appointment of Auditor	Mgmt	For	Against	Against
13	Authority to Set Auditor's Fees	Mgmt	For	For	For
14	Authority to Repurchase Shares	Mgmt	For	For	For
15	Authorize Price Range at which the Company Can Re-Allot Treasury Shares	Mgmt	For	For	For
16	Advisory Vote on Executive Compensation	Mgmt	For	For	For
17	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
18	Authority to Issue Shares w/ Preemptive Rights	Mgmt	For	For	For
19	Authority to Issue Shares w/o Preemptive Rights	Mgmt	For	For	For

JPMorgan Chase & Co.		Meeting Date		Meeting Status	
Ticker	Security ID:	05/16/2023		Voted	
JPM	CUSIP 46625H100	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Linda B. Bammann	Mgmt	For	For	For
2	Elect Stephen B. Burke	Mgmt	For	For	For
3	Elect Todd A. Combs	Mgmt	For	For	For
4	Elect James S. Crown	Mgmt	For	For	For
5	Elect Alicia Boler	Mgmt	For	For	For

Davis

6	Elect James Dimon	Mgmt	For	For	For
7	Elect Timothy P. Flynn	Mgmt	For	Against	Against
8	Elect Alex Gorsky	Mgmt	For	For	For
9	Elect Mellody Hobson	Mgmt	For	For	For
10	Elect Michael A. Neal	Mgmt	For	For	For
11	Elect Phebe N. Novakovic	Mgmt	For	For	For
12	Elect Virginia M. Rometty	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
17	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Revision of Committee Charter to Include Oversight of Animal Welfare	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Right to Call Special Meetings by Beneficial Owners	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Transition Plan Report for Financing Activities	ShrHoldr	Against	For	Against

21	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	ShrHoldr	Against	Against	For
22	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	For	Against
23	Shareholder Proposal Regarding Absolute GHG Reduction Targets	ShrHoldr	Against	For	Against

Juniper Networks, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
JNPR	CUSIP 48203R104	05/10/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Anne DelSanto	Mgmt	For	For	For
2	Elect Kevin A. DeNuccio	Mgmt	For	For	For
3	Elect James Dolce	Mgmt	For	For	For
4	Elect Steven Fernandez	Mgmt	For	For	For
5	Elect Christine M. Gorjanc	Mgmt	For	For	For
6	Elect Janet B. Haugen	Mgmt	For	For	For
7	Elect Scott Kriens	Mgmt	For	For	For
8	Elect Rahul Merchant	Mgmt	For	For	For
9	Elect Rami Rahim	Mgmt	For	For	For
10	Elect William Stensrud	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Amendment to the 2015 Equity Incentive	Mgmt	For	Against	Against

Plan

Keycorp						
Ticker	Security ID:	Meeting Date	Meeting Status			
KEY	CUSIP 493267108	05/11/2023	Voted			
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Alexander M. Cutler	Mgmt	For	For	For	
2	Elect H. James Dallas	Mgmt	For	For	For	
3	Elect Elizabeth R. Gile	Mgmt	For	For	For	
4	Elect Ruth Ann M. Gillis	Mgmt	For	For	For	
5	Elect Christopher M. Gorman	Mgmt	For	For	For	
6	Elect Robin Hayes	Mgmt	For	For	For	
7	Elect Carlton L. Highsmith	Mgmt	For	For	For	
8	Elect Richard J. Hipple	Mgmt	For	Against	Against	
9	Elect Devina Rankin	Mgmt	For	For	For	
10	Elect Barbara R. Snyder	Mgmt	For	For	For	
11	Elect Richard J. Tobin	Mgmt	For	For	For	
12	Elect Todd J. Vasos	Mgmt	For	For	For	
13	Elect David K. Wilson	Mgmt	For	For	For	
14	Ratification of Auditor	Mgmt	For	Against	Against	
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
17	Amendment to the 2019 Equity Compensation Plan	Mgmt	For	For	For	
18	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against	

Keysight Technologies, Inc.

Ticker Security ID:
KEYS CUSIP 49338L103

Meeting Date
03/16/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Satish Dhanasekaran	Mgmt	For		For	For
2	Elect Richard P. Hamada	Mgmt	For		Against	Against
3	Elect Paul A. Lacouture	Mgmt	For		Against	Against
4	Elect Kevin A. Stephens	Mgmt	For		Against	Against
5	Ratification of Auditor	Mgmt	For		For	For
6	Advisory Vote on Executive Compensation	Mgmt	For		For	For
7	Repeal of Classified Board	Mgmt	For		For	For

Kimberly-Clark Corporation

Ticker Security ID:
KMB CUSIP 494368103

Meeting Date
04/20/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Sylvia M. Burwell	Mgmt	For		For	For
2	Elect John W. Culver	Mgmt	For		For	For
3	Elect Michael D. Hsu	Mgmt	For		For	For
4	Elect Mae C. Jemison	Mgmt	For		For	For
5	Elect S. Todd Maclin	Mgmt	For		For	For
6	Elect Deirdre Mahlan	Mgmt	For		For	For
7	Elect Sherilyn S. McCoy	Mgmt	For		For	For
8	Elect Christa Quarles	Mgmt	For		For	For
9	Elect Jaime A. Ramirez	Mgmt	For		For	For
10	Elect Dunia A. Shive	Mgmt	For		For	For
11	Elect Mark T. Smucker	Mgmt	For		For	For
12	Elect Michael D. White	Mgmt	For		For	For
13	Ratification of Auditor	Mgmt	For		Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For		For	For
15	Frequency of Advisory Vote on Executive	Mgmt	1 Year		1 Year	For

Compensation

Kirby Corporation						
Ticker	Security ID:	Meeting Date		Meeting Status		
KEX	CUSIP 497266106	04/25/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Richard J. Alario	Mgmt	For	Against	Against	
2	Elect Susan W. Dio	Mgmt	For	For	For	
3	Elect David W. Grzebinski	Mgmt	For	For	For	
4	Elect Richard R. Stewart	Mgmt	For	Against	Against	
5	Ratification of Auditor	Mgmt	For	Against	Against	
6	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
7	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	

KLA Corporation						
Ticker	Security ID:	Meeting Date		Meeting Status		
KLAC	CUSIP 482480100	11/02/2022		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Robert M. Calderoni	Mgmt	For	Against	Against	
2	Elect Jeneanne Hanley	Mgmt	For	For	For	
3	Elect Emiko Higashi	Mgmt	For	For	For	
4	Elect Kevin J. Kennedy	Mgmt	For	Against	Against	
5	Elect Gary B. Moore	Mgmt	For	For	For	
6	Elect Marie E. Myers	Mgmt	For	For	For	
7	Elect Kiran M. Patel	Mgmt	For	For	For	
8	Elect Victor Peng	Mgmt	For	For	For	
9	Elect Robert A. Rango	Mgmt	For	For	For	
10	Elect Richard P. Wallace	Mgmt	For	For	For	

11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Shareholder Proposal Regarding Report on Aligning GHG Reductions with Paris Agreement	ShrHoldr	Against	For	Against

Kohl's Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
KSS	CUSIP 500255104	05/10/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Michael J. Bender	Mgmt	For	Withhold	Against
1.2	Elect Peter Boneparth	Mgmt	For	Withhold	Against
1.3	Elect Yael Cosset	Mgmt	For	For	For
1.4	Elect Christine M. Day	Mgmt	For	For	For
1.5	Elect H. Charles Floyd	Mgmt	For	For	For
1.6	Elect Margaret L. Jenkins	Mgmt	For	For	For
1.7	Elect Thomas A. Kingsbury	Mgmt	For	For	For
1.8	Elect Robbin Mitchell	Mgmt	For	For	For
1.9	Elect Jonas Prising	Mgmt	For	For	For
1.10	Elect John E. Schlifske	Mgmt	For	For	For
1.11	Elect Adrienne Shapira	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Ratification of Auditor	Mgmt	For	Against	Against

Lam Research Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
LRCX	CUSIP 512807108	11/08/2022		Voted	
Meeting Type		Country of Trade			

Annual Issue No.	Description	United States Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Sohail U. Ahmed	Mgmt	For	For	For
2	Elect Timothy M. Archer	Mgmt	For	For	For
3	Elect Eric K. Brandt	Mgmt	For	For	For
4	Elect Michael R. Cannon	Mgmt	For	For	For
5	Elect Bethany J. Mayer	Mgmt	For	For	For
6	Elect Jyoti K. Mehra	Mgmt	For	For	For
7	Elect Abhijit Y. Talwalkar	Mgmt	For	For	For
8	Elect Rick Lih-Shyng TSAI	Mgmt	For	For	For
9	Elect Leslie F. Varon	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against

Lamar Advertising Company		Meeting Date		Meeting Status	
Ticker	Security ID:	05/10/2023		Voted	
LAMR	CUSIP 512816109	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Nancy Fletcher	Mgmt	For	For	For
1.2	Elect John E. Koerner III	Mgmt	For	Withhold	Against
1.3	Elect Marshall A. Loeb	Mgmt	For	For	For
1.4	Elect Stephen P. Mumblow	Mgmt	For	Withhold	Against
1.5	Elect Thomas V. Reifenheiser	Mgmt	For	Withhold	Against
1.6	Elect Anna Reilly	Mgmt	For	For	For
1.7	Elect Kevin P. Reilly, Jr.	Mgmt	For	Withhold	Against
1.8	Elect Wendell S. Reilly	Mgmt	For	For	For
1.9	Elect Elizabeth Thompson	Mgmt	For	Withhold	Against

2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	3 Years	1 Year	Against
4	Ratification of Auditor	Mgmt	For	Against	Against

Las Vegas Sands Corp.

Ticker	Security ID:	Meeting Date		Meeting Status	
LVS	CUSIP 517834107	05/11/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Robert Glen Goldstein	Mgmt	For	For	For
1.2	Elect Patrick Dumont	Mgmt	For	For	For
1.3	Elect Irwin Chafetz	Mgmt	For	For	For
1.4	Elect Micheline Chau	Mgmt	For	Withhold	Against
1.5	Elect Charles Daniel Forman	Mgmt	For	For	For
1.6	Elect Nora M. Jordan	Mgmt	For	Withhold	Against
1.7	Elect Lewis Kramer	Mgmt	For	Withhold	Against
1.8	Elect David F. Levi	Mgmt	For	Withhold	Against
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
5	Shareholder Proposal Regarding Disclosure of a Board Diversity and Skills Matrix	ShrHoldr	Against	For	Against

Lattice Semiconductor Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
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LSCC	CUSIP 518415104	05/05/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect James R. Anderson	Mgmt	For	For	For
2	Elect Robin A. Abrams	Mgmt	For	Withhold	Against
3	Elect Douglas Bettinger	Mgmt	For	For	For
4	Elect Mark E. Jensen	Mgmt	For	For	For
5	Elect James P. Lederer	Mgmt	For	For	For
6	Elect David Jeffrey Richardson	Mgmt	For	Withhold	Against
7	Elect Elizabeth M. Schwarting	Mgmt	For	For	For
8	Elect Raejeanne Skillern	Mgmt	For	For	For
9	Ratification of Auditor	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Approval of the 2023 Equity Incentive Plan	Mgmt	For	For	For

Lear Corporation					
Ticker	Security ID:	Meeting Date	Meeting Status		
LEA	CUSIP 521865204	05/18/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Mei-Wei Cheng	Mgmt	For	For	For
2	Elect Jonathan F. Foster	Mgmt	For	For	For
3	Elect Bradley M. Halverson	Mgmt	For	For	For
4	Elect Mary Lou Jepsen	Mgmt	For	For	For

5	Elect Roger A. Krone	Mgmt	For	For	For
6	Elect Patricia L. Lewis	Mgmt	For	For	For
7	Elect Kathleen A. Ligocki	Mgmt	For	For	For
8	Elect Conrad L. Mallett, Jr.	Mgmt	For	For	For
9	Elect Raymond E. Scott	Mgmt	For	For	For
10	Elect Gregory C. Smith	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Amendment to the 2019 Long-Term Stock Incentive Plan	Mgmt	For	For	For

Lennox International Inc.

Ticker Security ID:
LII CUSIP 526107107

Meeting Type

Annual

Issue No. Description

Meeting Date
05/18/2023

Country of Trade
United States

Proponent Mgmt Rec

Meeting Status
Voted

Vote Cast For/Against
Mgmt

1	Elect Janet K. Cooper	Mgmt	For	For	For
2	Elect John W. Norris, III	Mgmt	For	For	For
3	Elect Karen H. Quintos	Mgmt	For	For	For
4	Elect Shane D. Wall	Mgmt	For	For	For
5	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
6	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
7	Ratification of Auditor	Mgmt	For	Against	Against

Liberty Global plc						
Ticker	Security ID:		Meeting Date		Meeting Status	
LBTYA	CUSIP G5480U104		06/14/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description		Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Miranda	Curtis	Mgmt	For	Against	Against
2	Elect J. David	Wargo	Mgmt	For	Against	Against
3	Remuneration Report (Advisory)		Mgmt	For	Against	Against
4	Remuneration Policy		Mgmt	For	Against	Against
5	Advisory Vote on Executive Compensation		Mgmt	For	Against	Against
6	Ratification of Auditor		Mgmt	For	For	For
7	Ratification of UK Auditor		Mgmt	For	For	For
8	Authority to Set Auditor's Fees		Mgmt	For	For	For
9	Authority to Issue Shares w/ Preemptive Rights		Mgmt	For	Against	Against
10	Authority to Issue Shares w/o Preemptive Rights		Mgmt	For	For	For
11	Authorisation of Political Donations		Mgmt	For	For	For
12	Approve Share Repurchase Contracts and Counterparties		Mgmt	For	For	For
13	Approval of the 2023 Incentive Plan		Mgmt	For	Against	Against

Ticker	Security ID:	Meeting Date	Meeting Status
LNC	CUSIP 534187109	05/25/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent Mgmt Rec	Vote Cast For/Against Mgmt
1	Elect Deirdre P. Connelly	Mgmt For	For For
2	Elect Ellen G. Cooper	Mgmt For	For For
3	Elect William H. Cunningham	Mgmt For	For For
4	Elect Reginald E. Davis	Mgmt For	For For
5	Elect Eric G. Johnson	Mgmt For	For For
6	Elect Gary C. Kelly	Mgmt For	Against Against
7	Elect M. Leanne Lachman	Mgmt For	For For
8	Elect Dale LeFebvre	Mgmt For	For For
9	Elect Janet Liang	Mgmt For	For For
10	Elect Michael F. Mee	Mgmt For	For For
11	Elect Lynn M. Utter	Mgmt For	For For
12	Ratification of Auditor	Mgmt For	Against Against
13	Advisory Vote on Executive Compensation	Mgmt For	Against Against
14	Frequency of Advisory Vote on Executive Compensation	Mgmt 1 Year	1 Year For
15	Amendment to the 2020 Incentive Compensation Plan	Mgmt For	For For
16	Shareholder Proposal Regarding Independent Chair	ShrHoldr Against	For Against
17	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr Against	Against For

Linde Plc

Ticker	Security ID:	Meeting Date	Meeting Status
LIN	CUSIP G5494J103	01/18/2023	Voted
Meeting Type		Country of Trade	

Special Issue No.	Description	United States Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Approval of Scheme of Arrangement	Mgmt	For		For	For
2	Amendments to Articles	Mgmt	For		For	For
3	Dissolution Merger	Mgmt	For		For	For

Linde Plc		Meeting Date		Meeting Status		
Ticker	Security ID:	01/18/2023		Voted		
LIN	CUSIP G5494J111	Country of Trade				
Meeting Type		United States				
Special						
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Approval of Scheme of Arrangement	Mgmt	For		For	For

Linde Plc		Meeting Date		Meeting Status		
Ticker	Security ID:	07/25/2022		Voted		
LIN	CUSIP G5494J103	Country of Trade				
Meeting Type		United States				
Annual						
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Stephen F. Angel	Mgmt	For		For	For
2	Elect Sanjiv Lamba	Mgmt	For		For	For
3	Elect Ann-Kristin Achleitner	Mgmt	For		For	For
4	Elect Thomas Enders	Mgmt	For		For	For
5	Elect Edward G. Galante	Mgmt	For		Against	Against
6	Elect Joe Kaeser	Mgmt	For		Against	Against
7	Elect Victoria Ossadnik	Mgmt	For		For	For
8	Elect Martin H. Richenhagen	Mgmt	For		For	For
9	Elect Alberto Weisser	Mgmt	For		For	For
10	Elect Robert L. Wood	Mgmt	For		For	For
11	Ratification of Auditor	Mgmt	For		Against	Against
12	Authority to Set Auditor's Fees	Mgmt	For		For	For

13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Remuneration Report	Mgmt	For	Against	Against
15	Determination of Price Range for Re-allotment of Treasury Shares	Mgmt	For	For	For
16	Shareholder Proposal Regarding Simple Majority Vote	ShrHoldr	Against	Against	For

Live Nation Entertainment, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
LYV	CUSIP 538034109	06/09/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Maverick Carter	Mgmt	For	Against	Against
2	Elect Ping Fu	Mgmt	For	Against	Against
3	Elect Jeffrey T. Hinson	Mgmt	For	Against	Against
4	Elect Chad Hollingsworth	Mgmt	For	Against	Against
5	Elect Jimmy Iovine	Mgmt	For	For	For
6	Elect James S. Kahan	Mgmt	For	Against	Against
7	Elect Gregory B. Maffei	Mgmt	For	Against	Against
8	Elect Randall T. Mays	Mgmt	For	Against	Against
9	Elect Richard A. Paul	Mgmt	For	For	For
10	Elect Michael Rapino	Mgmt	For	For	For
11	Elect Latriece Watkins	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	3 Years	1 Year	Against
14	Ratification of Auditor	Mgmt	For	For	For

Lockheed Martin Corporation

Ticker	Security ID:	Meeting Date	Meeting Status			
LMT	CUSIP 539830109	04/27/2023	Voted			
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Daniel F. Akerson	Mgmt	For	For	For	
2	Elect David B. Burritt	Mgmt	For	For	For	
3	Elect Bruce A. Carlson	Mgmt	For	For	For	
4	Elect John Donovan	Mgmt	For	For	For	
5	Elect Joseph Dunford Jr.	Mgmt	For	For	For	
6	Elect James O. Ellis, Jr.	Mgmt	For	For	For	
7	Elect Thomas J. Falk	Mgmt	For	Against	Against	
8	Elect Ilene S. Gordon	Mgmt	For	For	For	
9	Elect Vicki A. Hollub	Mgmt	For	For	For	
10	Elect Jeh C. Johnson	Mgmt	For	For	For	
11	Elect Debra L. Reed-Klages	Mgmt	For	For	For	
12	Elect James D. Taiclet	Mgmt	For	For	For	
13	Elect Patricia E. Yarrington	Mgmt	For	For	For	
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
16	Ratification of Auditor	Mgmt	For	Against	Against	
17	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against	
18	Shareholder Proposal Regarding Report on Human Rights Impact Assessments	ShrHoldr	Against	For	Against	
19	Shareholder Proposal Regarding Report on Aligning Value Chain GHG Reductions with	ShrHoldr	Against	For	Against	

Paris
Agreement

Louisiana-Pacific Corporation						
Ticker	Security ID:		Meeting Date		Meeting Status	
LPX	CUSIP 546347105		04/28/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Jose A. Bayardo	Mgmt	For		Against	Against
2	Elect Stephen E. Macadam	Mgmt	For		Against	Against
3	Ratification of Auditor	Mgmt	For		Against	Against
4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year		1 Year	For
5	Advisory Vote on Executive Compensation	Mgmt	For		Against	Against

Lowe's Companies, Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
LOW	CUSIP 548661107		05/26/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1.1	Elect Raul Alvarez	Mgmt	For		For	For
1.2	Elect David H. Batchelder	Mgmt	For		For	For
1.3	Elect Scott H. Baxter	Mgmt	For		For	For
1.4	Elect Sandra B. Cochran	Mgmt	For		For	For
1.5	Elect Laurie Z. Douglas	Mgmt	For		For	For
1.6	Elect Richard W. Dreiling	Mgmt	For		For	For
1.7	Elect Marvin R. Ellison	Mgmt	For		For	For
1.8	Elect Daniel J. Heinrich	Mgmt	For		For	For
1.9	Elect Brian C. Rogers	Mgmt	For		For	For
1.10	Elect Bertram L. Scott	Mgmt	For		Withhold	Against

1.11	Elect Colleen Taylor	Mgmt	For	For	For
1.12	Elect Mary Elizabeth West	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Ratification of Auditor	Mgmt	For	Against	Against
5	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against

LPL Financial Holdings Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
LPLA	CUSIP 50212V100	05/11/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Dan H. Arnold	Mgmt	For	For	For
2	Elect Edward C. Bernard	Mgmt	For	For	For
3	Elect H. Paulett Eberhart	Mgmt	For	For	For
4	Elect William F. Glavin, Jr.	Mgmt	For	For	For
5	Elect Albert J. Ko	Mgmt	For	For	For
6	Elect Allison Mnookin	Mgmt	For	For	For
7	Elect Anne Mulcahy	Mgmt	For	For	For
8	Elect James S. Putnam	Mgmt	For	Against	Against
9	Elect Richard P. Schifter	Mgmt	For	For	For
10	Elect Corey Thomas	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive	Mgmt	1 Year	1 Year	For

Compensation

LyondellBasell Industries N.V.						
Ticker	Security ID:		Meeting Date		Meeting Status	
LYB	CUSIP N53745100		05/19/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Jacques Aigrain	Mgmt	For	Against	Against	
2	Elect Lincoln Benet	Mgmt	For	Against	Against	
3	Elect Robin Buchanan	Mgmt	For	Against	Against	
4	Elect Anthony R. Chase	Mgmt	For	For	For	
5	Elect Robert W. Dudley	Mgmt	For	For	For	
6	Elect Claire S. Farley	Mgmt	For	Against	Against	
7	Elect Rita Griffin	Mgmt	For	For	For	
8	Elect Michael S. Hanley	Mgmt	For	For	For	
9	Elect Virginia A. Kamsky	Mgmt	For	For	For	
10	Elect Albert Manifold	Mgmt	For	For	For	
11	Elect Peter Vanacker	Mgmt	For	For	For	
12	Ratification of Board Acts	Mgmt	For	For	For	
13	Accounts and Reports	Mgmt	For	For	For	
14	Appointment of Dutch Statutory Auditor	Mgmt	For	For	For	
15	Ratification of Auditor	Mgmt	For	For	For	
16	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
17	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
18	Authority to Repurchase Shares	Mgmt	For	For	For	
19	Cancellation of Shares	Mgmt	For	For	For	

Macy's, Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	

M	CUSIP 55616P104	05/19/2023	Voted			
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Emilie Arel	Mgmt	For	For	For	
2	Elect Francis S. Blake	Mgmt	For	For	For	
3	Elect Torrence Boone	Mgmt	For	For	For	
4	Elect Ashley Buchanan	Mgmt	For	For	For	
5	Elect Marie A. Chandoha	Mgmt	For	For	For	
6	Elect Naveen K. Chopra	Mgmt	For	For	For	
7	Elect Deirdre P. Connelly	Mgmt	For	Against	Against	
8	Elect Jeff Gennette	Mgmt	For	For	For	
9	Elect Jill Granoff	Mgmt	For	For	For	
10	Elect William H. Lenehan	Mgmt	For	For	For	
11	Elect Sara L. Levinson	Mgmt	For	For	For	
12	Elect Antony Spring	Mgmt	For	For	For	
13	Elect Paul C. Varga	Mgmt	For	For	For	
14	Elect Tracey Zhen	Mgmt	For	For	For	
15	Ratification of Auditor	Mgmt	For	Against	Against	
16	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
17	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	

Manhattan Associates, Inc.						
Ticker	Security ID:	Meeting Date	Meeting Status			
MANH	CUSIP 562750109	05/11/2023	Voted			
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Eddie Capel	Mgmt	For	For	For	
2	Elect Charles E. Moran	Mgmt	For	For	For	
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against	
4	Frequency of Advisory Vote on Executive	Mgmt	1 Year	1 Year	For	

Compensation

5 Ratification of Auditor Mgmt For Against Against

ManpowerGroup Inc.

Ticker Security ID:
MAN CUSIP 56418H100

Meeting Date
05/05/2023
Country of Trade
United States

Meeting Status
Voted

Meeting Type
Annual

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Jean-Philippe Courtois	Mgmt	For	For	For
2	Elect William A. Downe	Mgmt	For	For	For
3	Elect John F. Ferraro	Mgmt	For	For	For
4	Elect William P. Gipson	Mgmt	For	For	For
5	Elect Patricia Hemingway Hall	Mgmt	For	Against	Against
6	Elect Julie M. Howard	Mgmt	For	For	For
7	Elect Ulice Payne, Jr.	Mgmt	For	For	For
8	Elect Muriel Penicaud	Mgmt	For	For	For
9	Elect Jonas Prising	Mgmt	For	For	For
10	Elect Paul Read	Mgmt	For	For	For
11	Elect Elizabeth P. Sartain	Mgmt	For	For	For
12	Elect Michael J. Van Handel	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	For	For
14	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Marathon Oil Corporation

Ticker Security ID:
MRO CUSIP 565849106

Meeting Date
05/24/2023
Country of Trade
United States

Meeting Status
Voted

Meeting Type
Annual

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against
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					Mgmt
1	Elect Chadwick C. Deaton	Mgmt	For	For	For
2	Elect Marcela E. Donadio	Mgmt	For	For	For
3	Elect M. Elise Hyland	Mgmt	For	For	For
4	Elect Holli C. Ladhani	Mgmt	For	Against	Against
5	Elect Mark A. McCollum	Mgmt	For	For	For
6	Elect Brent J. Smolik	Mgmt	For	For	For
7	Elect Lee M. Tillman	Mgmt	For	For	For
8	Elect Shawn D. Williams	Mgmt	For	For	For
9	Ratification of Auditor	Mgmt	For	Against	Against
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Marathon Petroleum Corporation

Ticker	Security ID:	Meeting Date	Meeting Status
MPC	CUSIP 56585A102	04/26/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent	Mgmt Rec
			Vote Cast
			For/Against Mgmt
1	Elect J. Michael Stice	Mgmt	For
2	Elect John P. Surma	Mgmt	For
3	Elect Susan Tomasky	Mgmt	For
4	Elect Toni Townes-Whitley	Mgmt	For
5	Ratification of Auditor	Mgmt	For
6	Advisory Vote on Executive Compensation	Mgmt	For
7	Repeal of Classified Board	Mgmt	For
8	Elimination of Supermajority Requirement	Mgmt	For

9	Change in Maximum Board Size	Mgmt	For	For	For
10	Shareholder Proposal Regarding Simple Majority Vote	ShrHoldr	Against	Against	For
11	Shareholder Proposal Regarding Amendment to Clawback Policy	ShrHoldr	Against	For	Against
12	Shareholder Proposal Regarding Just Transition Reporting	ShrHoldr	Against	For	Against
13	Shareholder Proposal Regarding Audited Report on Asset Retirement Obligations	ShrHoldr	Against	For	Against

Markel Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
MKL	CUSIP 570535104	05/17/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Mark M. Besca	Mgmt	For	For	For
2	Elect K. Bruce Connell	Mgmt	For	For	For
3	Elect Lawrence Cunningham	Mgmt	For	For	For
4	Elect Thomas S. Gayner	Mgmt	For	Against	Against
5	Elect Greta J. Harris	Mgmt	For	Against	Against
6	Elect Morgan E. Housel	Mgmt	For	Against	Against
7	Elect Diane Leopold	Mgmt	For	For	For
8	Elect Anthony F. Markel	Mgmt	For	For	For
9	Elect Steven A. Markel	Mgmt	For	Against	Against
10	Elect Harold L. Morrison, Jr.	Mgmt	For	For	For
11	Elect Michael O'Reilly	Mgmt	For	Against	Against

12	Elect A. Lynne Puckett Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13		Mgmt	For	Against	Against
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Ratification of Auditor	Mgmt	For	Against	Against

Marriott International, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
MAR	CUSIP 571903202	05/12/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Anthony G. Capuano	Mgmt	For	For	For
2	Elect Isabella D. Goren	Mgmt	For	For	For
3	Elect Deborah Marriott Harrison	Mgmt	For	For	For
4	Elect Frederick A. Henderson	Mgmt	For	For	For
5	Elect Eric Hippeau	Mgmt	For	For	For
6	Elect Lauren R. Hobart	Mgmt	For	For	For
7	Elect Debra L. Lee	Mgmt	For	For	For
8	Elect Aylwin B. Lewis	Mgmt	For	For	For
9	Elect David S. Marriott	Mgmt	For	Against	Against
10	Elect Margaret M. McCarthy	Mgmt	For	For	For
11	Elect Grant F. Reid	Mgmt	For	For	For
12	Elect Horacio D. Rozanski	Mgmt	For	For	For
13	Elect Susan C. Schwab	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Frequency of Advisory Vote on Executive	Mgmt	1 Year	1 Year	For

	Compensation				
17	Approval of the 2023 Stock and Cash Incentive Plan	Mgmt	For	For	For
18	Shareholder Proposal Regarding Transparency Report on Congruency of Partnerships with Globalist Organizations	ShrHoldr	Against	Against	For
19	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	ShrHoldr	Against	For	Against

Marsh & McLennan Companies, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
MMC	CUSIP 571748102	05/18/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Anthony K. Anderson	Mgmt	For	For	For
2	Elect John Q. Doyle	Mgmt	For	For	For
3	Elect Hafize Gaye Erkan	Mgmt	For	For	For
4	Elect Oscar Fanjul Martin	Mgmt	For	For	For
5	Elect H. Edward Hanway	Mgmt	For	Against	Against
6	Elect Judith Hartmann	Mgmt	For	For	For
7	Elect Deborah C. Hopkins	Mgmt	For	For	For
8	Elect Tamara Ingram	Mgmt	For	For	For
9	Elect Jane H. Lute	Mgmt	For	For	For
10	Elect Steven A. Mills	Mgmt	For	For	For
11	Elect Bruce P. Nolop	Mgmt	For	For	For
12	Elect Morton O. Schapiro	Mgmt	For	For	For

13	Elect Lloyd M. Yates	Mgmt	For	For	For
14	Elect Ray G. Young	Mgmt	For	For	For
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
17	Ratification of Auditor	Mgmt	For	Against	Against

Martin Marietta Materials, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
MLM	CUSIP 573284106	05/11/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Dorothy M. Ables	Mgmt	For	For	For
2	Elect Sue W. Cole	Mgmt	For	For	For
3	Elect Anthony R. Foxx	Mgmt	For	For	For
4	Elect John J. Koraleski	Mgmt	For	For	For
5	Elect C. Howard Nye	Mgmt	For	For	For
6	Elect Laree E. Perez	Mgmt	For	For	For
7	Elect Thomas H. Pike	Mgmt	For	For	For
8	Elect Michael J. Quillen	Mgmt	For	For	For
9	Elect Donald W. Slager	Mgmt	For	For	For
10	Elect David C. Wajsgras	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Shareholder Proposal Regarding GHG Targets Aligned with the Paris Agreement	ShrHoldr	Against	For	Against

Marvell Technology, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
MRVL	CUSIP G5876H105	06/16/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Sara C. Andrews	Mgmt	For	For	For
2	Elect William Tudor Brown	Mgmt	For	For	For
3	Elect Brad W. Buss	Mgmt	For	Against	Against
4	Elect Rebecca House	Mgmt	For	For	For
5	Elect Marachel L. Knight	Mgmt	For	For	For
6	Elect Matthew J. Murphy	Mgmt	For	For	For
7	Elect Michael G. Strachan	Mgmt	For	For	For
8	Elect Robert E. Switz	Mgmt	For	For	For
9	Elect Ford Tamer	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	For	For

Mastercard Incorporated					
Ticker	Security ID:	Meeting Date		Meeting Status	
MA	CUSIP 57636Q104	06/27/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Merit E. Janow	Mgmt	For	Against	Against
2	Elect Candido Botelho Bracher	Mgmt	For	For	For
3	Elect Richard K. Davis	Mgmt	For	For	For
4	Elect Julius Genachowski	Mgmt	For	For	For
5	Elect Choon Phong Goh	Mgmt	For	For	For

6	Elect Oki Matsumoto	Mgmt	For	For	For
7	Elect Michael Miebach	Mgmt	For	For	For
8	Elect Youngme E. Moon	Mgmt	For	For	For
9	Elect Rima Qureshi	Mgmt	For	For	For
10	Elect Gabrielle Sulzberger	Mgmt	For	For	For
11	Elect Harit Talwar	Mgmt	For	For	For
12	Elect Lance Uggla	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Approval of the Employee Stock Purchase Plan	Mgmt	For	For	For
16	Ratification of Auditor	Mgmt	For	Against	Against
17	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	ShrHoldr	Against	Against	For
18	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Lobbying Report	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	ShrHoldr	Against	For	Against
21	Shareholder Proposal Regarding Cost Benefit Analysis of Global Diversity and Inclusion Efforts	ShrHoldr	Against	Against	For

Match Group, Inc.							
Ticker		Security ID:		Meeting Date		Meeting Status	
MTCH		CUSIP 57667L107		06/22/2023		Voted	
Meeting Type				Country of Trade			
Annual				United States			
Issue No.	Description			Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Sharmistha Dubey			Mgmt	For	For	For
2	Elect Ann L. McDaniel			Mgmt	For	Against	Against
3	Elect Thomas J. McInerney			Mgmt	For	Against	Against
4	Advisory Vote on Executive Compensation			Mgmt	For	Against	Against
5	Ratification of Auditor			Mgmt	For	Against	Against

McDonald's Corporation						
Ticker	Security ID:		Meeting Date		Meeting Status	
MCD	CUSIP 580135101		05/25/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Anthony G. Capuano	Mgmt	For	For	For	
2	Elect Kareem Daniel	Mgmt	For	For	For	
3	Elect Lloyd H. Dean	Mgmt	For	For	For	
4	Elect Catherine Engelbert	Mgmt	For	For	For	
5	Elect Margaret H. Georgiadis	Mgmt	For	For	For	
6	Elect Enrique Hernandez, Jr.	Mgmt	For	Against	Against	
7	Elect Christopher Kempczinski	Mgmt	For	For	For	
8	Elect Richard H. Lenny	Mgmt	For	For	For	
9	Elect John Mulligan	Mgmt	For	For	For	

10	Elect Jennifer Taubert	Mgmt	For	For	For
11	Elect Paul S. Walsh	Mgmt	For	For	For
12	Elect Amy Weaver	Mgmt	For	For	For
13	Elect Miles D. White	Mgmt	For	For	For
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Ratification of Auditor	Mgmt	For	Against	Against
17	Shareholder Proposal Regarding Policy on Use of Medically-Important Antibiotics in the Beef and Pork Supply Chain	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Compliance With WHO Guidelines on Medically-Important Antimicrobials in Supply Chain	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Civil Rights Audit	ShrHoldr	Against	Against	For
21	Shareholder Proposal Regarding Lobbying Report	ShrHoldr	Against	For	Against
22	Shareholder Proposal Regarding Transparency Report on Global Public Policy And Political	ShrHoldr	Against	For	Against

Influence

23	Shareholder Proposal Regarding Disclosure of Animal Welfare Indicators	ShrHoldr	Against	For	Against
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Mckesson Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
MCK	CUSIP 58155Q103	07/22/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Richard H. Carmona	Mgmt	For	For	For
2	Elect Dominic J. Caruso	Mgmt	For	For	For
3	Elect W. Roy Dunbar	Mgmt	For	For	For
4	Elect James H. Hinton	Mgmt	For	For	For
5	Elect Donald R. Knauss	Mgmt	For	For	For
6	Elect Bradley E. Lerman	Mgmt	For	For	For
7	Elect Linda P. Mantia	Mgmt	For	For	For
8	Elect Maria Martinez	Mgmt	For	For	For
9	Elect Susan R. Salka	Mgmt	For	For	For
10	Elect Brian S. Tyler	Mgmt	For	For	For
11	Elect Kathleen Wilson-Thompson	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Approval of the 2022 Stock Plan	Mgmt	For	For	For
15	Amendment to the 2000 Employee Stock Purchase Plan	Mgmt	For	For	For
16	Shareholder Proposal Regarding Right to Call Special Meetings	ShrHoldr	Against	Against	For

17	Shareholder Proposal Regarding 10b5-1 Plans	ShrHoldr	Against	For	Against
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Medical Properties Trust, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
MPW	CUSIP 58463J304	05/25/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec		
			Vote Cast		
			For/Against		
			Mgmt		
1	Elect Edward K. Aldag, Jr.	Mgmt	For	For	For
2	Elect G. Steven Dawson	Mgmt	For	Against	Against
3	Elect R. Steven Hamner	Mgmt	For	Against	Against
4	Elect Caterina A. Mozingo	Mgmt	For	For	For
5	Elect Emily W. Murphy	Mgmt	For	For	For
6	Elect Elizabeth N. Pitman	Mgmt	For	Against	Against
7	Elect D. Paul Sparks, Jr.	Mgmt	For	For	For
8	Elect Michael G. Stewart	Mgmt	For	For	For
9	Elect C. Reynolds Thompson, III	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Medtronic Plc

Ticker	Security ID:	Meeting Date	Meeting Status
MDT	CUSIP 585055106	12/08/2022	Voted
Meeting Type	Country of Trade		
Annual	United States		

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Richard H. Anderson	Mgmt	For	For	For
2	Elect Craig Arnold	Mgmt	For	For	For
3	Elect Scott C. Donnelly	Mgmt	For	For	For
4	Elect Lidia L. Fonseca	Mgmt	For	For	For
5	Elect Andrea J. Goldsmith	Mgmt	For	For	For
6	Elect Randall J. Hogan, III	Mgmt	For	For	For
7	Elect Kevin E. Lofton	Mgmt	For	For	For
8	Elect Geoffrey Straub Martha	Mgmt	For	For	For
9	Elect Elizabeth G. Nabel	Mgmt	For	For	For
10	Elect Denise M. O'Leary	Mgmt	For	For	For
11	Elect Kendall J. Powell	Mgmt	For	Against	Against
12	Appointment of Auditor and Authority to Set Fees	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Authority to Issue Shares w/ Preemptive Rights	Mgmt	For	For	For
15	Authority to Issue Shares w/o Preemptive Rights	Mgmt	For	For	For
16	Authority to Repurchase Shares	Mgmt	For	For	For

MercadoLibre, Inc.

Ticker Security ID:
MELI CUSIP 58733R102

Meeting Type

Meeting Date
06/07/2023
Country of Trade

Meeting Status
Voted

Annual Issue No.	Description	United States Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Susan L. Segal	Mgmt	For	For	For
1.2	Elect Mario Eduardo Vazquez	Mgmt	For	Withhold	Against
1.3	Elect Alejandro Nicolas Aguzin	Mgmt	For	Withhold	Against
2	Advisory Vote on Executive Compensation	Mgmt	For	For	For
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Ratification of Auditor	Mgmt	For	For	For

Merck & Co., Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
MRK	CUSIP 58933Y105	05/23/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Annual Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Douglas M. Baker, Jr.	Mgmt	For	For	For
2	Elect Mary Ellen Coe	Mgmt	For	For	For
3	Elect Pamela J. Craig	Mgmt	For	For	For
4	Elect Robert M. Davis	Mgmt	For	For	For
5	Elect Thomas H. Glocer	Mgmt	For	For	For
6	Elect Risa Lavizzo-Mourey	Mgmt	For	For	For
7	Elect Stephen L. Mayo	Mgmt	For	For	For
8	Elect Paul B. Rothman	Mgmt	For	For	For
9	Elect Patricia F. Russo	Mgmt	For	For	For
10	Elect Christine E. Seidman	Mgmt	For	For	For
11	Elect Inge G. Thulin	Mgmt	For	For	For
12	Elect Kathy J. Warden	Mgmt	For	For	For

13	Elect Peter C. Wendell Advisory Vote on Executive Compensation	Mgmt	For	For	For
14		Mgmt	For	Against	Against
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Ratification of Auditor Shareholder Proposal Regarding Report on Corporate Operations with China	Mgmt	For	Against	Against
17		ShrHoldr	Against	Against	For
18	Shareholder Proposal Regarding Report on Access to COVID-19 Products	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	ShrHoldr	Against	For	Against
21	Shareholder Proposal Regarding Congruency Report of Partnerships with Certain Organizations	ShrHoldr	Against	Against	For
22	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against

Meritage Homes Corporation

Ticker

MTH

Security ID:

CUSIP 59001A102

Meeting Date

05/18/2023

Meeting Status

Voted

Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Peter L. Ax	Mgmt	For	Against	Against
2	Elect Gerald W. Haddock	Mgmt	For	Against	Against
3	Elect Joseph Keough	Mgmt	For	For	For
4	Elect Phillippe Lord	Mgmt	For	For	For
5	Elect Michael R. Odell	Mgmt	For	For	For
6	Ratification of Auditor	Mgmt	For	For	For
7	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
8	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
9	Amendment to the 2018 Stock Incentive Plan	Mgmt	For	For	For

Meta Platforms, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
META	CUSIP 30303M102	05/31/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Peggy Alford	Mgmt	For	Withhold	Against
1.2	Elect Marc L. Andreessen	Mgmt	For	For	For
1.3	Elect Andrew W. Houston	Mgmt	For	For	For
1.4	Elect Nancy Killefer	Mgmt	For	For	For
1.5	Elect Robert M. Kimmitt	Mgmt	For	For	For
1.6	Elect Sheryl K. Sandberg	Mgmt	For	For	For
1.7	Elect Tracey T. Travis	Mgmt	For	Withhold	Against
1.8	Elect Tony Xu	Mgmt	For	For	For
1.9	Elect Mark Zuckerberg	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For
3	Shareholder Proposal Regarding Report on Government Takedown Requests	ShrHoldr	Against	Against	For

4	Shareholder Proposal Regarding Recapitalization	ShrHoldr	Against	For	Against
5	Shareholder Proposal Regarding Human Rights Impact Assessment	ShrHoldr	Against	For	Against
6	Shareholder Proposal Regarding Lobbying Report	ShrHoldr	Against	For	Against
7	Shareholder Proposal Regarding Report on Content Management in India	ShrHoldr	Against	For	Against
8	Shareholder Proposal Regarding Lobbying Activity Alignment with Net-Zero Emissions Commitment	ShrHoldr	Against	For	Against
9	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	ShrHoldr	Against	For	Against
10	Shareholder Proposal Regarding a Report on the Efficacy of Enforcement of Content Policies	ShrHoldr	Against	For	Against
11	Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	ShrHoldr	Against	For	Against
12	Shareholder Proposal Regarding Calibrating Executive Pay to Externalized	ShrHoldr	Against	For	Against

Costs

13	Shareholder Proposal Regarding Assessment of Audit and Risk Oversight Committee	ShrHoldr	Against	For	Against
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MetLife, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
MET	CUSIP 59156R108	06/20/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Cheryl W. Grise	Mgmt	For	For	For
2	Elect Carlos M. Gutierrez	Mgmt	For	For	For
3	Elect Carla A. Harris	Mgmt	For	For	For
4	Elect Gerald L. Hassell	Mgmt	For	For	For
5	Elect David L. Herzog	Mgmt	For	For	For
6	Elect R. Glenn Hubbard	Mgmt	For	For	For
7	Elect Jeh C. Johnson	Mgmt	For	For	For
8	Elect Edward J. Kelly, III	Mgmt	For	For	For
9	Elect William E. Kennard	Mgmt	For	For	For
10	Elect Michel A. Khalaf	Mgmt	For	For	For
11	Elect Catherine R. Kinney	Mgmt	For	For	For
12	Elect Diana L. McKenzie	Mgmt	For	For	For
13	Elect Denise M. Morrison	Mgmt	For	For	For
14	Elect Mark A. Weinberger	Mgmt	For	For	For
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Advisory Vote on Executive Compensation	Mgmt	For	For	For
17	Frequency of Advisory Vote on Executive	Mgmt	1 Year	1 Year	For

Compensation

Mettler-Toledo International Inc.						
Ticker	Security ID:	Meeting Date		Meeting Status		
MTD	CUSIP 592688105	05/04/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Robert F. Spoerry	Mgmt	For	Against	Against	
2	Elect Roland Diggelmann	Mgmt	For	For	For	
3	Elect Domitille Doat-Le Bigot	Mgmt	For	For	For	
4	Elect Elisha W. Finney	Mgmt	For	For	For	
5	Elect Richard Francis	Mgmt	For	For	For	
6	Elect Michael A. Kelly	Mgmt	For	For	For	
7	Elect Thomas P. Salice	Mgmt	For	Against	Against	
8	Elect Ingrid Zhang	Mgmt	For	For	For	
9	Ratification of Auditor	Mgmt	For	For	For	
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	

MGIC Investment Corporation						
Ticker	Security ID:	Meeting Date		Meeting Status		
MTG	CUSIP 552848103	04/27/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1.1	Elect Analisa M. Allen	Mgmt	For	For	For	
1.2	Elect Daniel A. Arrigoni	Mgmt	For	For	For	
1.3	Elect C. Edward Chaplin	Mgmt	For	For	For	
1.4	Elect Curt S. Culver	Mgmt	For	For	For	
1.5	Elect Jay C. Hartzell	Mgmt	For	For	For	
1.6	Elect Timothy A. Holt	Mgmt	For	For	For	
1.7	Elect Jodeen A. Kozlak	Mgmt	For	For	For	
1.8	Elect Michael E. Lehman	Mgmt	For	For	For	

1.9	Elect Teresita M. Lowman	Mgmt	For	For	For
1.10	Elect Timothy J. Mattke	Mgmt	For	For	For
1.11	Elect Sheryl L. Sculley	Mgmt	For	For	For
1.12	Elect Mark M. Zandi	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	For	For
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Ratification of Auditor	Mgmt	For	Against	Against

MGM Resorts International

Ticker Security ID:
MGM CUSIP 552953101

Meeting Date
05/02/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Barry Diller	Mgmt	For	Against	Against
2	Elect Alexis M. Herman	Mgmt	For	For	For
3	Elect William Joseph Hornbuckle	Mgmt	For	For	For

4	Elect Mary Chris Jammet	Mgmt	For	For	For
5	Elect Joseph Levin	Mgmt	For	Against	Against
6	Elect Rose McKinney-James	Mgmt	For	For	For

7	Elect Keith A. Meister	Mgmt	For	For	For
8	Elect Paul J. Salem	Mgmt	For	Against	Against
9	Elect Jan G. Swartz	Mgmt	For	For	For
10	Elect Daniel J. Taylor	Mgmt	For	Against	Against
11	Elect Ben Winston	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For

14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
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Microchip Technology Incorporated

Ticker	Security ID:	Meeting Date		Meeting Status	
MCHP	CUSIP 595017104	08/23/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Matthew W. Chapman	Mgmt	For	For	For
2	Elect Esther L. Johnson	Mgmt	For	Against	Against
3	Elect Karlton D. Johnson	Mgmt	For	Against	Against
4	Elect Wade F. Meyercord	Mgmt	For	For	For
5	Elect Ganesh Moorthy	Mgmt	For	For	For
6	Elect Karen M. Rapp	Mgmt	For	For	For
7	Elect Steve Sanghi	Mgmt	For	For	For
8	Ratification of Auditor	Mgmt	For	Against	Against
9	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Microsoft Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
MSFT	CUSIP 594918104	12/13/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Reid G. Hoffman	Mgmt	For	For	For
2	Elect Hugh F. Johnston	Mgmt	For	For	For
3	Elect Teri L. List	Mgmt	For	For	For
4	Elect Satya Nadella	Mgmt	For	For	For
5	Elect Sandra E. Peterson	Mgmt	For	For	For
6	Elect Penny S. Pritzker	Mgmt	For	For	For
7	Elect Carlos A. Rodriguez	Mgmt	For	For	For
8	Elect Charles W. Scharf	Mgmt	For	For	For
9	Elect John W. Stanton	Mgmt	For	For	For
10	Elect John W. Thompson	Mgmt	For	For	For
11	Elect Emma N. Walmsley	Mgmt	For	For	For
12	Elect Padmasree Warrior	Mgmt	For	For	For
13	Advisory Vote on	Mgmt	For	Against	Against

	Executive Compensation				
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Shareholder Proposal Regarding Cost Benefit Analysis of Global Diversity and Inclusion Efforts	ShrHoldr	Against	Against	For
16	Shareholder Proposal Regarding Report on Hiring Practices	ShrHoldr	Against	For	Against
17	Shareholder Proposal Regarding Managing Climate Risk in Employee Retirement Options	ShrHoldr	Against	Against	For
18	Shareholder Proposal Regarding Report on Government Use of Technology	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Risks of Developing Military Weapons	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Report on Tax Transparency	ShrHoldr	Against	For	Against

Molson Coors Beverage Company

Ticker	Security ID:	Meeting Date	Meeting Status
TAP	CUSIP 60871R209	05/17/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent	Mgmt Rec
			Vote Cast
			For/Against Mgmt
1.1	Elect Roger G. Eaton	Mgmt	For
1.2	Elect Charles M. Herington	Mgmt	For

1.3	Elect H. Sanford Riley	Mgmt	For	Withhold	Against
2	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Mondelez International, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
MDLZ	CUSIP 609207105	05/17/2023	Voted
Meeting Type	Country of Trade		
Annual	United States		
Issue No.	Description	Proponent	Mgmt Rec
			Vote Cast
			For/Against
			Mgmt

1	Elect Lewis W.K. Booth	Mgmt	For	For	For
2	Elect Charles E. Bunch	Mgmt	For	Against	Against
3	Elect Ertharin Cousin	Mgmt	For	For	For
4	Elect Jorge S. Mesquita	Mgmt	For	For	For
5	Elect Anindita Mukherjee	Mgmt	For	For	For
6	Elect Jane Hamilton Nielsen	Mgmt	For	For	For
7	Elect Patrick T. Siewert	Mgmt	For	For	For
8	Elect Michael A. Todman	Mgmt	For	For	For
9	Elect Dirk Van de Put	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For
14	Shareholder Proposal Regarding Cage-Free Eggs	ShrHoldr	Against	For	Against
15	Shareholder Proposal Regarding Report on Child Labor in Cocoa Supply	ShrHoldr	Against	For	Against

Chain

MongoDB, Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
MDB	CUSIP 60937P106		06/27/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1.1	Elect Archana Agrawal	Mgmt	For		For	For
1.2	Elect Hope Cochran	Mgmt	For		Withhold	Against
1.3	Elect Dwight Merriman	Mgmt	For		For	For
2	Advisory Vote on Executive Compensation	Mgmt	For		Against	Against
3	Ratification of Auditor	Mgmt	For		For	For
Monolithic Power Systems, Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
MPWR	CUSIP 609839105		06/15/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Victor K. Lee	Mgmt	For		Withhold	Against
2	Elect James C. Moyer	Mgmt	For		For	For
3	Ratification of Auditor	Mgmt	For		For	For
4	Advisory Vote on Executive Compensation	Mgmt	For		Against	Against
5	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year		1 Year	For
6	Amendment to the 2004 Employee Stock Purchase Plan	Mgmt	For		For	For
Moody's Corporation						
Ticker	Security ID:		Meeting Date		Meeting Status	
MCO	CUSIP 615369105		04/18/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Jorge A. Bermudez	Mgmt	For	For	For
2	Elect Therese Esperdy	Mgmt	For	For	For
3	Elect Robert Fauber	Mgmt	For	For	For
4	Elect Vincent A. Forlenza	Mgmt	For	For	For
5	Elect Kathryn M. Hill	Mgmt	For	For	For
6	Elect Lloyd W. Howell, Jr.	Mgmt	For	For	For
7	Elect Jose M. Minaya	Mgmt	For	For	For
8	Elect Leslie Seidman	Mgmt	For	For	For
9	Elect Zig Serafin	Mgmt	For	For	For
10	Elect Bruce Van Saun	Mgmt	For	For	For
11	Amendment to the 2001 Stock Incentive Plan	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Moog Inc.

Ticker Security ID:
MOGA CUSIP 615394202

Meeting Type
Annual

Meeting Date
01/31/2023
Country of Trade
United States

Meeting Status
Voted

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Mahesh Narang	Mgmt	For	For	For
1.2	Elect Brenda L. Reichelderfer	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	Against	Against

Morgan Stanley

Ticker Security ID:
MS CUSIP 617446448

Meeting Type

Meeting Date
05/19/2023
Country of Trade

Meeting Status
Voted

Annual Issue No.	Description	United States Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Alistair Darling	Mgmt	For	For	For
2	Elect Thomas H. Glocer	Mgmt	For	Against	Against
3	Elect James P. Gorman	Mgmt	For	For	For
4	Elect Robert H. Herz	Mgmt	For	Against	Against
5	Elect Erika H. James	Mgmt	For	Against	Against
6	Elect Hironori Kamezawa	Mgmt	For	For	For
7	Elect Shelley B. Leibowitz	Mgmt	For	For	For
8	Elect Stephen J. Luczo	Mgmt	For	For	For
9	Elect Judith A. Miscik	Mgmt	For	For	For
10	Elect Masato Miyachi	Mgmt	For	For	For
11	Elect Dennis M. Nally	Mgmt	For	For	For
12	Elect Mary L. Schapiro	Mgmt	For	Against	Against
13	Elect Perry M. Traquina	Mgmt	For	For	For
14	Elect Rayford Wilkins Jr.	Mgmt	For	Against	Against
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Advisory Vote on Executive Compensation	Mgmt	For	For	For
17	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
18	Shareholder Proposal Regarding Right to Call Special Meeting	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	ShrHoldr	Against	For	Against

MSC Industrial Direct Co., Inc.

Ticker Security ID:
MSM CUSIP 553530106

Meeting Type

Annual

Issue No. Description

Meeting Date
01/25/2023

Country of Trade
United States

Proponent Mgmt Rec

Meeting Status
Voted

Vote Cast For/Against
Mgmt

1.1	Elect Erik Gershwind	Mgmt	For	For	For
1.2	Elect Louise K. Goesser	Mgmt	For	For	For
1.3	Elect Mitchell Jacobson	Mgmt	For	For	For
1.4	Elect Michael C. Kaufmann	Mgmt	For	For	For
1.5	Elect Steven Paladino	Mgmt	For	Withhold	Against
1.6	Elect Philip R. Peller	Mgmt	For	For	For
1.7	Elect Rahquel Purcell	Mgmt	For	For	For
1.8	Elect Rudina Seseri	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	Against	Against
3	Advisory Vote on Executive Compensation	Mgmt	For	For	For
4	Approval of the 2023 Omnibus Incentive Plan	Mgmt	For	For	For

MSCI Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	04/25/2023		Voted	
MSCI	CUSIP 55354G100	Country of Trade			
Meeting Type		United States			
Annual		Proponent		Vote Cast	
Issue No.	Description	Mgmt	Rec		For/Against Mgmt
1	Elect Henry A. Fernandez	Mgmt	For	For	For
2	Elect Robert G. Ashe	Mgmt	For	For	For
3	Elect Wayne Edmunds	Mgmt	For	For	For
4	Elect Catherine R. Kinney	Mgmt	For	For	For
5	Elect Robin L. Matlock	Mgmt	For	For	For
6	Elect Jacques P. Perold	Mgmt	For	For	For
7	Elect C.D. Baer Pettit	Mgmt	For	For	For
8	Elect Sandy C. Rattray	Mgmt	For	For	For
9	Elect Linda H. Riefler	Mgmt	For	For	For
10	Elect Marcus L. Smith	Mgmt	For	Against	Against
11	Elect Rajat Taneja	Mgmt	For	For	For
12	Elect Paula Volent	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory	Mgmt	1 Year	1 Year	For

Vote on Executive
Compensation

15	Ratification of Auditor	Mgmt	For	For	For
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Natera, Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	06/09/2023		Voted	
NTRA	CUSIP 632307104	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Rowan Chapman	Mgmt	For	For	For
1.2	Elect Herm Rosenman	Mgmt	For	Withhold	Against
1.3	Elect Jonathan Sheena	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

National Fuel Gas Company		Meeting Date		Meeting Status	
Ticker	Security ID:	03/09/2023		Voted	
NFG	CUSIP 636180101	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect David C. Carroll	Mgmt	For	Withhold	Against
1.2	Elect Steven C. Finch	Mgmt	For	Withhold	Against
1.3	Elect Joseph N. Jagers	Mgmt	For	For	For
1.4	Elect Jeffrey W. Shaw	Mgmt	For	Withhold	Against
1.5	Elect Thomas E. Skains	Mgmt	For	Withhold	Against
1.6	Elect David F. Smith	Mgmt	For	For	For
1.7	Elect Ronald J. Tanski	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	For	For
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Ratification of Auditor	Mgmt	For	Against	Against

NCR Corporation		Meeting Date		Meeting Status	
Ticker	Security ID:				

NCR	CUSIP 62886E108	05/16/2023	Voted			
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Mark W. Begor	Mgmt	For		For	For
2	Elect Gregory R. Blank	Mgmt	For		For	For
3	Elect Catherine L. Burke	Mgmt	For		Against	Against
4	Elect Deborah A. Farrington	Mgmt	For		For	For
5	Elect Michael D. Hayford	Mgmt	For		For	For
6	Elect Georgette D. Kiser	Mgmt	For		For	For
7	Elect Kirk T. Larsen	Mgmt	For		Against	Against
8	Elect Martin Mucci	Mgmt	For		For	For
9	Elect Joseph E. Reece	Mgmt	For		For	For
10	Elect Laura J. Sen	Mgmt	For		For	For
11	Elect Glenn W. Welling	Mgmt	For		For	For
12	Advisory Vote on Executive Compensation	Mgmt	For		Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year		1 Year	For
14	Ratification of Auditor	Mgmt	For		Against	Against
15	Amendment to the 2017 Stock Incentive Plan	Mgmt	For		For	For

NetApp, Inc.						
Ticker	Security ID:	Meeting Date	Meeting Status			
NTAP	CUSIP 64110D104	09/09/2022	Voted			
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect T. Michael Nevens	Mgmt	For		For	For
2	Elect Deepak Ahuja	Mgmt	For		For	For
3	Elect Gerald D. Held	Mgmt	For		For	For

4	Elect Kathryn M. Hill	Mgmt	For	For	For
5	Elect Deborah L. Kerr	Mgmt	For	For	For
6	Elect George Kurian	Mgmt	For	For	For
7	Elect Carrie Palin	Mgmt	For	For	For
8	Elect Scott F. Schenkel	Mgmt	For	For	For
9	Elect George T. Shaheen	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Shareholder Proposal Regarding Right to Call Special Meetings	ShrHoldr	Against	For	Against

Netflix, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
NFLX	CUSIP 64110L106	06/01/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Mathias Dopfner	Mgmt	For	Against	Against
2	Elect Reed Hastings	Mgmt	For	Against	Against
3	Elect Jay Hoag	Mgmt	For	Against	Against
4	Elect Ted Sarandos	Mgmt	For	For	For
5	Ratification of Auditor	Mgmt	For	For	For
6	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
7	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
8	Shareholder Proposal Regarding Right to Call Special Meetings	ShrHoldr	Against	For	Against
9	Shareholder Proposal Regarding Company Directors Serving on Multiple Boards	ShrHoldr	Against	Against	For
10	Shareholder Proposal	ShrHoldr	Against	Against	For

	Regarding Report on Climate Risk in Employee Retirement Default Options				
11	Shareholder Proposal Regarding Policy on Freedom of Association	ShrHoldr	Against	For	Against

Neurocrine Biosciences, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
NBIX	CUSIP 64125C109	05/17/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Kevin C. Gorman	Mgmt	For	For	For
1.2	Elect Gary Lyons	Mgmt	For	For	For
1.3	Elect Johanna Mercier	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	For	For
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Amendment to the 2020 Equity Incentive Plan	Mgmt	For	For	For
5	Ratification of Auditor	Mgmt	For	Against	Against

NextEra Energy, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
NEE	CUSIP 65339F101	05/18/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Nicole S. Arnaboldi	Mgmt	For	For	For
2	Elect Sherry S. Barrat	Mgmt	For	For	For

3	Elect James L. Camaren	Mgmt	For	For	For
4	Elect Kenneth B. Dunn	Mgmt	For	For	For
5	Elect Naren K. Gursahaney	Mgmt	For	Against	Against
6	Elect Kirk S. Hachigian	Mgmt	For	For	For
7	Elect John W. Ketchum	Mgmt	For	For	For
8	Elect Amy B. Lane	Mgmt	For	For	For
9	Elect David L. Porges	Mgmt	For	For	For
10	Elect Dev Stahlkopf	Mgmt	For	For	For
11	Elect John Arthur Stall	Mgmt	For	For	For
12	Elect Darryl L. Wilson	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Shareholder Proposal Regarding Disclosure of a Board Diversity and Skills Matrix	ShrHoldr	Against	For	Against

Nike, Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	09/09/2022		Voted	
NKE	CUSIP 654106103	Country of Trade			
Meeting Type		United States			
Annual		Proponent		Vote Cast	
Issue No.	Description	Mgmt	Rec	For/Against	Mgmt
1	Elect Alan B. Graf, Jr.	Mgmt	For	For	For
2	Elect Peter B. Henry	Mgmt	For	For	For
3	Elect Michelle A. Peluso	Mgmt	For	Withhold	Against
4	Advisory Vote on Executive Compensation	Mgmt	For	For	For
5	Ratification of Auditor	Mgmt	For	Against	Against
6	Amendment to the Employee Stock Purchase Plan	Mgmt	For	For	For

7	Shareholder Proposal Regarding Policy to Pause Sourcing of Raw Materials from China	ShrHoldr	Against	For	Against
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NiSource Inc.						
Ticker		Security ID:		Meeting Date		Meeting Status
NI		CUSIP 65473P105		05/23/2023		Voted
Meeting Type				Country of Trade		
Annual				United States		
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Peter A. Altabef	Mgmt	For	For	For	
2	Elect Sondra L. Barbour	Mgmt	For	For	For	
3	Elect Theodore H. Bunting, Jr.	Mgmt	For	For	For	
4	Elect Eric L. Butler	Mgmt	For	For	For	
5	Elect Aristides S. Candris	Mgmt	For	For	For	
6	Elect Deborah Ann Henretta	Mgmt	For	For	For	
7	Elect Deborah A.P. Hersman	Mgmt	For	For	For	
8	Elect Michael E. Jesanis	Mgmt	For	For	For	
9	Elect William D. Johnson	Mgmt	For	For	For	
10	Elect Kevin T. Kabat	Mgmt	For	Against	Against	
11	Elect Cassandra S. Lee	Mgmt	For	For	For	
12	Elect Lloyd M. Yates	Mgmt	For	For	For	
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
15	Ratification of Auditor	Mgmt	For	Against	Against	

16	Increase in Authorized Common Stock	Mgmt	For	For	For
17	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For

Novartis AG

Ticker	Security ID:	Meeting Date		Meeting Status	
NOVN	CUSIP 66987V109	03/07/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Accounts and Reports	Mgmt	For	For	For
2	Ratification of Board and Management Acts	Mgmt	For	For	For
3	Allocation of Profits/Dividends	Mgmt	For	For	For
4	Cancellation of Shares and Reduction in Share Capital	Mgmt	For	For	For
5	Authority to Repurchase Shares	Mgmt	For	For	For
6	Amendments to Articles (Virtual General Meetings)	Mgmt	For	For	For
7	Amendments to Articles (Miscellaneous)	Mgmt	For	For	For
8	Amendments to Articles (Alignment with Law)	Mgmt	For	For	For
9	Board Compensation	Mgmt	For	For	For
10	Executive Compensation	Mgmt	For	For	For
11	Compensation Report	Mgmt	For	For	For
12	Elect Jorg Reinhardt as Board	Mgmt	For	For	For

Chair

13	Elect Nancy C. Andrews	Mgmt	For	For	For
14	Elect Ton Buchner	Mgmt	For	For	For
15	Elect Patrice Bula	Mgmt	For	For	For
16	Elect Elizabeth Doherty	Mgmt	For	For	For
17	Elect Bridgette P. Heller	Mgmt	For	For	For
18	Elect Daniel Hochstrasser	Mgmt	For	For	For
19	Elect Frans van Houten	Mgmt	For	For	For
20	Elect Simon Moroney	Mgmt	For	For	For
21	Elect Ana de Pro Gonzalo	Mgmt	For	For	For
22	Elect Charles L. Sawyers	Mgmt	For	For	For
23	Elect William T. Winters	Mgmt	For	For	For
24	Elect John D. Young	Mgmt	For	For	For
25	Elect Patrice Bula as Compensation Committee Member	Mgmt	For	For	For
26	Elect Bridgette P. Heller as Compensation Committee Member	Mgmt	For	For	For
27	Elect Simon Moroney as Compensation Committee Chair	Mgmt	For	For	For
28	Elect William T. Winters as Compensation Committee Member	Mgmt	For	For	For
29	Appointment of Auditor	Mgmt	For	For	For
30	Appointment of Independent Proxy	Mgmt	For	For	For

31	Transaction of Other Business	Mgmt	N/A	Against	N/A
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NRG Energy, Inc.

Ticker	Security ID:
NRG	CUSIP 629377508

Meeting Date
04/27/2023

Meeting Status
Voted

Meeting Type

Country of Trade

Annual

United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect E. Spencer Abraham	Mgmt	For	For	For
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2	Elect Antonio Carrillo	Mgmt	For	For	For
3	Elect Matthew Carter, Jr.	Mgmt	For	For	For

4	Elect Lawrence S. Coben	Mgmt	For	Against	Against
5	Elect Heather Cox	Mgmt	For	For	For
6	Elect Elisabeth B. Donohue	Mgmt	For	For	For

7	Elect Mauricio Gutierrez	Mgmt	For	For	For
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8	Elect Paul W. Hobby	Mgmt	For	For	For
9	Elect Alexandra Pruner	Mgmt	For	For	For
10	Elect Anne C. Schaumburg	Mgmt	For	For	For

11	Amendment to the Employee Stock Purchase Plan	Mgmt	For	For	For
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12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
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13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
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14	Ratification of Auditor	Mgmt	For	For	For
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Nucor Corporation

Ticker	Security ID:	Meeting Date	Meeting Status
NUE	CUSIP 670346105	05/11/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent Mgmt Rec	Vote Cast For/Against Mgmt
1.1	Elect Norma B. Clayton	Mgmt For	For For
1.2	Elect Patrick J. Dempsey	Mgmt For	For For
1.3	Elect Christopher J. Kearney	Mgmt For	Withhold Against
1.4	Elect Laurette T. Koellner	Mgmt For	Withhold Against
1.5	Elect Michael W. Lamach	Mgmt For	For For
1.6	Elect Joseph D. Rupp	Mgmt For	For For
1.7	Elect Leon J. Topalian	Mgmt For	For For
1.8	Elect Nadja Y. West	Mgmt For	For For
2	Ratification of Auditor	Mgmt For	Against Against
3	Advisory Vote on Executive Compensation	Mgmt For	Against Against
4	Frequency of Advisory Vote on Executive Compensation	Mgmt 1 Year	1 Year For

nVent Electric plc			
Ticker	Security ID:	Meeting Date	Meeting Status
NVT	CUSIP G6700G107	05/12/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent Mgmt Rec	Vote Cast For/Against Mgmt
1	Elect Sherry A. Aaholm	Mgmt For	For For
2	Elect Jerry W. Burris	Mgmt For	For For
3	Elect Susan M. Cameron	Mgmt For	For For
4	Elect Michael L. Ducker	Mgmt For	For For
5	Elect Randall J. Hogan, III	Mgmt For	For For
6	Elect Danita Ostling	Mgmt For	For For
7	Elect Nicola T. Palmer	Mgmt For	For For
8	Elect Herbert K. Parker	Mgmt For	Against Against

9	Elect Greg Scheu	Mgmt	For	For	For
10	Elect Beth A. Wozniak	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Authority to Issue Shares w/ Preemptive Rights	Mgmt	For	For	For
14	Authority to Issue Shares w/o Preemptive Rights	Mgmt	For	For	For
15	Authority to Set Offering Price of Shares	Mgmt	For	For	For

NVIDIA Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
NVDA	CUSIP 67066G104	06/22/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Robert K. Burgess	Mgmt	For	For	For
2	Elect Tench Cox	Mgmt	For	For	For
3	Elect John O. Dabiri	Mgmt	For	For	For
4	Elect Persis S. Drell	Mgmt	For	Against	Against
5	Elect Jen-Hsun Huang	Mgmt	For	For	For
6	Elect Dawn Hudson	Mgmt	For	For	For
7	Elect Harvey C. Jones	Mgmt	For	Against	Against
8	Elect Michael G. McCaffery	Mgmt	For	For	For
9	Elect Stephen C. Neal	Mgmt	For	Against	Against
10	Elect Mark L. Perry	Mgmt	For	Against	Against
11	Elect A. Brooke Seawell	Mgmt	For	For	For
12	Elect Aarti Shah	Mgmt	For	For	For
13	Elect Mark A. Stevens	Mgmt	For	Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

16	Ratification of Auditor	Mgmt	For	For	For
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NVR, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
NVR	CUSIP 62944T105	05/02/2023	Voted

Meeting Type	Country of Trade
Annual	United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Paul C. Saville	Mgmt	For	Against	Against
2	Elect C. E. Andrews	Mgmt	For	For	For
3	Elect Sallie B. Bailey	Mgmt	For	For	For
4	Elect Thomas D. Eckert	Mgmt	For	For	For
5	Elect Alfred E. Festa	Mgmt	For	Against	Against
6	Elect Alexandra A. Jung	Mgmt	For	For	For
7	Elect Mel Martinez	Mgmt	For	Against	Against
8	Elect David A. Preiser	Mgmt	For	Against	Against
9	Elect W. Grady Rosier	Mgmt	For	For	For
10	Elect Susan Williamson Ross	Mgmt	For	Against	Against

11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
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O-I Glass, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
OI	CUSIP 67098H104	05/09/2023	Voted

Meeting Type	Country of Trade
Annual	United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Samuel R. Chapin	Mgmt	For	For	For
2	Elect David V. Clark II	Mgmt	For	For	For
3	Elect Gordon J. Hardie	Mgmt	For	For	For
4	Elect John Humphrey	Mgmt	For	For	For
5	Elect Andres A. Lopez	Mgmt	For	For	For
6	Elect Alan J. Murray	Mgmt	For	Against	Against
7	Elect Hari N. Nair	Mgmt	For	For	For
8	Elect Catherine I.	Mgmt	For	For	For

Slater

9	Elect John H. Walker	Mgmt	For	Against	Against
10	Elect Carol A. Williams	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Amendment to the 2017 Incentive Award Plan	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Okta, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
OKTA	CUSIP 679295105	06/22/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Shellye L. Archambeau	Mgmt	For	For	For
1.2	Elect Robert L. Dixon, Jr.	Mgmt	For	For	For
1.3	Elect Benjamin A. Horowitz	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

Omega Healthcare Investors, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
OHI	CUSIP 681936100	06/05/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Kapila K. Anand	Mgmt	For	For	For

2	Elect Craig R. Callen	Mgmt	For	Against	Against
3	Elect Lisa C. Egbuonu-Davis	Mgmt	For	For	For
4	Elect Barbara B. Hill	Mgmt	For	For	For
5	Elect Kevin J. Jacobs	Mgmt	For	For	For
6	Elect C. Taylor Pickett	Mgmt	For	For	For
7	Elect Stephen D. Plavin	Mgmt	For	Against	Against
8	Elect Burke W. Whitman	Mgmt	For	For	For
9	Ratification of Auditor	Mgmt	For	Against	Against
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Amendment to the 2018 Stock Incentive Plan	Mgmt	For	For	For

Omnicom Group Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
OMC	CUSIP 681919106	05/02/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect John D. Wren	Mgmt	For	For	For
2	Elect Mary C. Choksi	Mgmt	For	Against	Against
3	Elect Leonard S. Coleman, Jr.	Mgmt	For	For	For
4	Elect Mark D. Gerstein	Mgmt	For	For	For
5	Elect Ronnie S. Hawkins	Mgmt	For	For	For
6	Elect Deborah J. Kissire	Mgmt	For	For	For
7	Elect Gracia C. Martore	Mgmt	For	For	For
8	Elect Patricia Salas Pineda	Mgmt	For	For	For
9	Elect Linda Johnson Rice	Mgmt	For	For	For
10	Elect Valerie M.	Mgmt	For	For	For

Williams					
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against

ON Semiconductor Corporation					
Ticker	Security ID:	Meeting Date		Meeting Status	
ON	CUSIP 682189105	05/18/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Atsushi Abe	Mgmt	For	For	For
2	Elect Alan Campbell	Mgmt	For	Against	Against
3	Elect Susan K. Carter	Mgmt	For	Against	Against
4	Elect Thomas L. Deitrich	Mgmt	For	Against	Against
5	Elect Hassane S. El-Khoury	Mgmt	For	For	For
6	Elect Bruce E. Kiddoo	Mgmt	For	For	For
7	Elect Paul A. Mascarenas	Mgmt	For	Against	Against
8	Elect Gregory L. Waters	Mgmt	For	For	For
9	Elect Christine Y. Yan	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	Against	Against

Oracle Corporation

Ticker Security ID:
ORCL CUSIP 68389X105

Meeting Date
11/16/2022

Meeting Status
Voted

Meeting Type

Country of Trade

Annual

United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Awo Ablo	Mgmt	For	For	For
1.2	Elect Jeffrey S. Berg	Mgmt	For	For	For
1.3	Elect Michael J. Boskin	Mgmt	For	For	For
1.4	Elect Safra A. Catz	Mgmt	For	Withhold	Against
1.5	Elect Bruce R. Chizen	Mgmt	For	For	For
1.6	Elect George H. Conrades	Mgmt	For	Withhold	Against
1.7	Elect Lawrence J. Ellison	Mgmt	For	For	For
1.8	Elect Rona Fairhead	Mgmt	For	For	For
1.9	Elect Jeffrey O. Henley	Mgmt	For	For	For
1.10	Elect Renee J. James	Mgmt	For	For	For
1.11	Elect Charles W. Moorman IV	Mgmt	For	Withhold	Against
1.12	Elect Leon E. Panetta	Mgmt	For	Withhold	Against
1.13	Elect William G. Parrett	Mgmt	For	For	For
1.14	Elect Naomi O. Seligman	Mgmt	For	Withhold	Against
1.15	Elect Vishal Sikka	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Ratification of Auditor	Mgmt	For	Against	Against

O'Reilly Automotive, Inc.

Ticker Security ID:
ORLY CUSIP 67103H107

Meeting Date
05/18/2023

Meeting Status
Voted

Meeting Type

Country of Trade

Annual

United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect David E. O'Reilly	Mgmt	For	For	For
2	Elect Larry P. O'Reilly	Mgmt	For	For	For
3	Elect Greg Henslee	Mgmt	For	Against	Against

4	Elect Jay D. Burchfield	Mgmt	For	For	For
5	Elect Thomas T. Hendrickson	Mgmt	For	Against	Against
6	Elect John R. Murphy	Mgmt	For	For	For
7	Elect Dana M. Perlman	Mgmt	For	Against	Against
8	Elect Maria A. Sastre	Mgmt	For	Against	Against
9	Elect Andrea M. Weiss	Mgmt	For	For	For
10	Elect Fred Whitfield	Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against

Organon & Co.

Ticker	Security ID:	Meeting Date		Meeting Status	
OGN	CUSIP 68622V106	06/06/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Carrie S. Cox	Mgmt	For	For	For
2	Elect Alan Ezekowitz	Mgmt	For	For	For
3	Elect Helene D. Gayle	Mgmt	For	For	For
4	Elect Deborah Leone	Mgmt	For	For	For
5	Advisory Vote on Executive Compensation	Mgmt	For	For	For
6	Ratification of Auditor	Mgmt	For	For	For

Owens Corning

Ticker	Security ID:	Meeting Date		Meeting Status	
OC	CUSIP 690742101	04/20/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt

1	Elect Brian D. Chambers	Mgmt	For	For	For
2	Elect Eduardo E. Cordeiro	Mgmt	For	For	For
3	Elect Adrienne D. Elsner	Mgmt	For	For	For
4	Elect Alfred E. Festa	Mgmt	For	For	For
5	Elect Edward F. Lonergan	Mgmt	For	For	For
6	Elect Maryann T. Mannen	Mgmt	For	For	For
7	Elect Paul E. Martin	Mgmt	For	For	For
8	Elect W. Howard Morris	Mgmt	For	For	For
9	Elect Suzanne P. Nimocks	Mgmt	For	Against	Against
10	Elect John D. Williams	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Approval of the 2023 Stock Plan	Mgmt	For	For	For
15	Amendment to Allow Exculpation of Officers	Mgmt	For	Against	Against
16	Amendment Regarding Exclusive Forum Provisions	Mgmt	For	Against	Against

PACCAR Inc		Meeting Date		Meeting Status	
Ticker	Security ID:	04/25/2023		Voted	
PCAR	CUSIP 693718108	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Mark C. Pigott	Mgmt	For	Against	Against
2	Elect Dame Alison J.	Mgmt	For	Against	Against

Carnwath					
3	Elect Franklin Lee Feder	Mgmt	For	For	For
4	Elect R. Preston Feight	Mgmt	For	For	For
5	Elect Kirk S. Hachigian	Mgmt	For	For	For
6	Elect Barbara B. Hulit	Mgmt	For	For	For
7	Elect Roderick C. McGeary	Mgmt	For	Against	Against
8	Elect Cynthia A. Niekamp	Mgmt	For	For	For
9	Elect John M. Pigott	Mgmt	For	For	For
10	Elect Ganesh Ramaswamy	Mgmt	For	For	For
11	Elect Mark A. Schulz	Mgmt	For	Against	Against
12	Elect Gregory M. Spierkel	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	3 Years	1 Year	Against
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	For	Against
17	Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	ShrHoldr	Against	For	Against

Palo Alto Networks, Inc.

Ticker Security ID:
PANW CUSIP 697435105

Meeting Type

Annual

Issue No. Description

Meeting Date

12/13/2022

Country of Trade

United States

Proponent Mgmt Rec

Meeting Status

Voted

Vote Cast For/Against
Mgmt

1	Elect Helene D. Gayle	Mgmt	For	For	For
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2	Elect James J. Goetz	Mgmt	For	For	For
3	Ratification of Auditor	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation	Mgmt	For	For	For
5	Amendment to the 2021 Equity Incentive Plan	Mgmt	For	For	For

Paylocity Holding Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
PCTY	CUSIP 70438V106	12/01/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Steven R. Beauchamp	Mgmt	For	For	For
1.2	Elect Virginia G. Breen	Mgmt	For	Withhold	Against
1.3	Elect Robin L. Pederson	Mgmt	For	For	For
1.4	Elect Andres D. Reiner	Mgmt	For	For	For
1.5	Elect Kenneth B. Robinson	Mgmt	For	For	For
1.6	Elect Ronald V. Waters III	Mgmt	For	For	For
1.7	Elect Toby J. Williams	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	For	For
4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

PayPal Holdings, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
PYPL	CUSIP 70450Y103	05/24/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt

1	Elect Rodney C. Adkins	Mgmt	For	For	For
2	Elect Jonathan Christodoro	Mgmt	For	For	For
3	Elect John J. Donahoe II	Mgmt	For	For	For
4	Elect David W. Dorman	Mgmt	For	For	For
5	Elect Belinda J. Johnson	Mgmt	For	For	For
6	Elect Enrique Lores	Mgmt	For	For	For
7	Elect Gail J. McGovern	Mgmt	For	For	For
8	Elect Deborah M. Messemer	Mgmt	For	For	For
9	Elect David M. Moffett	Mgmt	For	For	For
10	Elect Ann M. Sarnoff	Mgmt	For	For	For
11	Elect Daniel H. Schulman	Mgmt	For	For	For
12	Elect Frank D. Yeary	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Amendment to the 2015 Equity Incentive Plan	Mgmt	For	Against	Against
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Shareholder Proposal Regarding Policy Against Discriminatory Exclusion in Conflict Zones	ShrHoldr	Against	For	Against
17	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Transparency Reports and Account Suspensions	ShrHoldr	Against	For	Against

19	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Majority Vote for Election of Directors	ShrHoldr	Against	For	Against

Pegasystems Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
PEGA	CUSIP 705573103	06/20/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Alan Trefler	Mgmt	For	For	For
2	Elect Peter Gyenes	Mgmt	For	Against	Against
3	Elect Richard H. Jones	Mgmt	For	Against	Against
4	Elect Christopher Lafond	Mgmt	For	Against	Against
5	Elect Dianne Ledingham	Mgmt	For	Against	Against
6	Elect Sharon Rowlands	Mgmt	For	Against	Against
7	Elect Lawrence Weber	Mgmt	For	Against	Against
8	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
9	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
10	Amendment to the 2004 Long-Term Incentive Plan	Mgmt	For	For	For
11	Amendment to the 2006 Employee Stock Purchase Plan	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	Against	Against

PepsiCo, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
PEP	CUSIP 713448108	05/03/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Segun Agbaje	Mgmt	For	For	For
2	Elect Jennifer Bailey	Mgmt	For	For	For
3	Elect Cesar Conde	Mgmt	For	For	For
4	Elect Ian M. Cook	Mgmt	For	For	For
5	Elect Edith W. Cooper	Mgmt	For	For	For
6	Elect Susan M. Diamond	Mgmt	For	For	For
7	Elect Dina Dublon	Mgmt	For	For	For
8	Elect Michelle D. Gass	Mgmt	For	For	For
9	Elect Ramon L. Laguarda	Mgmt	For	For	For
10	Elect Dave Lewis	Mgmt	For	For	For
11	Elect David C. Page	Mgmt	For	For	For
12	Elect Robert C. Pohlad	Mgmt	For	For	For
13	Elect Daniel L. Vasella	Mgmt	For	For	For
14	Elect Darren Walker	Mgmt	For	For	For
15	Elect Alberto Weisser	Mgmt	For	For	For
16	Ratification of Auditor	Mgmt	For	Against	Against
17	Advisory Vote on Executive Compensation	Mgmt	For	For	For
18	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
19	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political Influence	ShrHoldr	Against	For	Against
21	Shareholder Proposal Regarding Report On Risks From State Policies Restricting Reproductive Health Care	ShrHoldr	Against	For	Against
22	Shareholder Proposal	ShrHoldr	Against	Against	For

Regarding Congruency
Report on Net-Zero
Emissions
Policy

Perrigo Company plc						
Ticker	Security ID:		Meeting Date		Meeting Status	
PRGO	CUSIP G97822103		05/04/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Bradley A. Alford	Mgmt	For		For	For
2	Elect Orlando D. Ashford	Mgmt	For		Against	Against
3	Elect Katherine C. Doyle	Mgmt	For		For	For
4	Elect Adriana Karaboutis	Mgmt	For		Against	Against
5	Elect Murray S. Kessler	Mgmt	For		For	For
6	Elect Jeffrey B. Kindler	Mgmt	For		For	For
7	Elect Erica L. Mann	Mgmt	For		For	For
8	Elect Albert Manzone	Mgmt	For		For	For
9	Elect Donal O'Connor	Mgmt	For		For	For
10	Elect Geoffrey M. Parker	Mgmt	For		For	For
11	Ratification of Auditor and Authority to Set Fees	Mgmt	For		For	For
12	Advisory vote on executive compensation	Mgmt	For		Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year		1 Year	For
14	Authority to Issue Shares w/ Preemptive Rights	Mgmt	For		For	For

15	Authority to Issue Shares w/o Preemptive Rights	Mgmt	For	For	For
16	Reduction in Share Premium Account	Mgmt	For	For	For

Pfizer Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
PFE	CUSIP 717081103	04/27/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Ronald E. Blaylock	Mgmt	For	For	For
2	Elect Albert Bourla	Mgmt	For	For	For
3	Elect Susan Desmond-Hellmann	Mgmt	For	For	For
4	Elect Joseph J. Echevarria	Mgmt	For	For	For
5	Elect Scott Gottlieb	Mgmt	For	For	For
6	Elect Helen H. Hobbs	Mgmt	For	For	For
7	Elect Susan Hockfield	Mgmt	For	For	For
8	Elect Dan R. Littman	Mgmt	For	For	For
9	Elect Shantanu Narayen	Mgmt	For	For	For
10	Elect Suzanne Nora Johnson	Mgmt	For	For	For
11	Elect James Quincey	Mgmt	For	For	For
12	Elect James C. Smith	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Shareholder Proposal Regarding Severance Approval	ShrHoldr	Against	Against	For

	Policy				
17	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Intellectual Property	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	For	Against

Philip Morris International Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
PM	CUSIP 718172109	05/03/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Brant (Bonin) Bough	Mgmt	For	For	For
2	Elect Andre Calantzopoulos	Mgmt	For	For	For
3	Elect Michel Combes	Mgmt	For	For	For
4	Elect Juan Jose Daboub	Mgmt	For	Against	Against
5	Elect Werner Geissler	Mgmt	For	For	For
6	Elect Lisa A. Hook	Mgmt	For	For	For
7	Elect Jun Makihara	Mgmt	For	For	For
8	Elect Kalpana Morparia	Mgmt	For	Against	Against
9	Elect Jacek Olczak	Mgmt	For	For	For
10	Elect Robert B. Polet	Mgmt	For	Against	Against
11	Elect Dessislava	Mgmt	For	For	For

Temperley					
12	Elect Shlomo Yanai Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13		Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Ratification of Auditor Shareholder Proposal Regarding Nicotine Levels in Tobacco Products	Mgmt	For	For	For
16		ShrHoldr	Against	For	Against

Phillips 66					
Ticker	Security ID:	Meeting Date		Meeting Status	
PSX	CUSIP 718546104	05/10/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Gregory J. Hayes Elect Charles M. Holley, Jr.	Mgmt	For	For	For
2		Mgmt	For	For	For
3	Elect Denise R. Singleton	Mgmt	For	Against	Against
4	Elect Glenn F. Tilton Elect Marna C. Whittington	Mgmt	For	For	For
5		Mgmt	For	For	For
6	Repeal of Classified Board	Mgmt	For	For	For
7	Advisory Vote on Executive Compensation	Mgmt	For	For	For
8	Ratification of Auditor Shareholder Proposal Regarding Virgin Plastic Demand	Mgmt	For	For	For
9		ShrHoldr	Against	For	Against

Pinduoduo Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
PDD	CUSIP 722304102		02/08/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Lei Chen	Mgmt	For		For	For
2	Elect Anthony Kam Ping Leung	Mgmt	For		Against	Against
3	Elect Haifeng Lin	Mgmt	For		Against	Against
4	Elect Qi Lu	Mgmt	For		Against	Against
5	Elect George Yong-Boon Yeo	Mgmt	For		Against	Against
6	Company Name Change	Mgmt	For		For	For
7	Amend and Restate Memorandum and Articles of Association	Mgmt	For		For	For

PPL Corporation						
Ticker	Security ID:		Meeting Date		Meeting Status	
PPL	CUSIP 69351T106		05/17/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Arthur P. Beattie	Mgmt	For		For	For
2	Elect Raja Rajamannar	Mgmt	For		For	For
3	Elect Heather B. Redman	Mgmt	For		For	For
4	Elect Craig A. Rogerson	Mgmt	For		Against	Against
5	Elect Vincent Sorgi	Mgmt	For		For	For
6	Elect Linda G. Sullivan	Mgmt	For		For	For
7	Elect Natica von Althann	Mgmt	For		For	For
8	Elect Keith H. Williamson	Mgmt	For		For	For
9	Elect Phoebe A. Wood	Mgmt	For		For	For
10	Elect Armando Zagalo de Lima	Mgmt	For		For	For

11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Ratification of Auditor	Mgmt	For	For	For
14	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For

Prestige Consumer Healthcare Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
PBH	CUSIP 74112D101	08/02/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Ronald M. Lombardi	Mgmt	For	For	For
1.2	Elect John E. Byom	Mgmt	For	For	For
1.3	Elect Celeste A. Clark	Mgmt	For	For	For
1.4	Elect Christopher J. Coughlin	Mgmt	For	For	For
1.5	Elect Sheila A. Hopkins	Mgmt	For	For	For
1.6	Elect Natale S. Ricciardi	Mgmt	For	For	For
1.7	Elect Dawn M. Zier	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	Against	Against
3	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Prologis, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
PLD	CUSIP 74340W103	05/04/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt

1	Elect Hamid R. Moghadam	Mgmt	For	For	For
2	Elect Cristina G. Bitá	Mgmt	For	For	For
3	Elect James B. Connor	Mgmt	For	For	For
4	Elect George L. Fotiades	Mgmt	For	For	For
5	Elect Lydia H. Kennard	Mgmt	For	Against	Against
6	Elect Irving F. Lyons, III	Mgmt	For	For	For
7	Elect Avid Modjtabai	Mgmt	For	For	For
8	Elect David P. O'Connor	Mgmt	For	For	For
9	Elect Olivier Piani	Mgmt	For	For	For
10	Elect Jeffrey L. Skelton	Mgmt	For	Against	Against
11	Elect Carl B. Webb	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against

Prometheus Biosciences, Inc.

Ticker Security ID:
RXDX CUSIP 74349U108

Meeting Type
Special

Meeting Date
06/15/2023

Country of Trade
United States

Meeting Status
Voted

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Merger (Merck & Co., Inc.)	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Against
3	Right to Adjourn Meeting	Mgmt	For	For	For

Prudential Financial, Inc.

Ticker Security ID:
PRU CUSIP 744320102

Meeting Type

Meeting Date
05/09/2023

Country of Trade

Meeting Status
Voted

Annual Issue No.	Description	United States Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Gilbert F. Casellas	Mgmt	For	For	For
2	Elect Robert M. Falzon	Mgmt	For	For	For
3	Elect Martina Hund-Mejean	Mgmt	For	Against	Against
4	Elect Wendy E. Jones	Mgmt	For	For	For
5	Elect Charles F. Lowrey	Mgmt	For	For	For
6	Elect Sandra Pianalto	Mgmt	For	For	For
7	Elect Christine A. Poon	Mgmt	For	For	For
8	Elect Douglas A. Scovanner	Mgmt	For	For	For
9	Elect Michael A. Todman	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against

PulteGroup, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
PHM	CUSIP 745867101	05/03/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Annual Issue No.	Description	United States Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Brian P. Anderson	Mgmt	For	For	For
2	Elect Bryce Blair	Mgmt	For	Against	Against
3	Elect Thomas J. Folliard	Mgmt	For	Against	Against
4	Elect Cheryl W. Grise	Mgmt	For	Against	Against
5	Elect Andre J. Hawaux	Mgmt	For	For	For
6	Elect J. Phillip Holloman	Mgmt	For	For	For

7	Elect Ryan R. Marshall	Mgmt	For	For	For
8	Elect John R. Peshkin	Mgmt	For	For	For
9	Elect Scott F. Powers	Mgmt	For	Against	Against
10	Elect Lila Snyder	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
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Qorvo, Inc.

Ticker Security ID:
QRVO CUSIP 74736K101

Meeting Date
08/09/2022

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
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1.1	Elect Ralph G. Quinsey	Mgmt	For	Withhold	Against
1.2	Elect Robert A. Bruggeworth	Mgmt	For	For	For

1.3	Elect Judy Bruner	Mgmt	For	For	For
1.4	Elect Jeffery R. Gardner	Mgmt	For	Withhold	Against

1.5	Elect John R. Harding	Mgmt	For	For	For
1.6	Elect David H.Y. Ho	Mgmt	For	For	For
1.7	Elect Roderick D. Nelson	Mgmt	For	Withhold	Against

1.8	Elect Walden C. Rhines	Mgmt	For	Withhold	Against
1.9	Elect Susan L. Spradley	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	For	For

3	Approval of the 2022 Stock Incentive Plan	Mgmt	For	For	For
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4	Ratification of Auditor	Mgmt	For	For	For
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QUALCOMM Incorporated

Ticker	Security ID:	Meeting Date	Meeting Status
QCOM	CUSIP 747525103	03/08/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent Mgmt Rec	Vote Cast For/Against Mgmt
1	Elect Sylvia Acevedo	Mgmt For	For For
2	Elect Cristiano R. Amon	Mgmt For	For For
3	Elect Mark Fields	Mgmt For	For For
4	Elect Jeffrey W. Henderson	Mgmt For	For For
5	Elect Gregory N. Johnson	Mgmt For	For For
6	Elect Ann M. Livermore	Mgmt For	For For
7	Elect Mark D. McLaughlin	Mgmt For	For For
8	Elect Jamie S. Miller	Mgmt For	For For
9	Elect Irene B. Rosenfeld	Mgmt For	For For
10	Elect Kornelis Smit	Mgmt For	For For
11	Elect Jean-Pascal Tricoire	Mgmt For	For For
12	Elect Anthony J. Vinciguerra	Mgmt For	For For
13	Ratification of Auditor	Mgmt For	Against Against
14	Approval of the 2023 Long-Term Incentive Plan	Mgmt For	For For
15	Advisory Vote on Executive Compensation	Mgmt For	For For

Quest Diagnostics Incorporated			
Ticker	Security ID:	Meeting Date	Meeting Status
DGX	CUSIP 74834L100	05/17/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent Mgmt Rec	Vote Cast For/Against Mgmt
1	Elect James E. Davis	Mgmt For	For For

2	Elect Luis Diaz, Jr.	Mgmt	For	For	For
3	Elect Tracey C. Doi	Mgmt	For	For	For
4	Elect Vicky B. Gregg	Mgmt	For	For	For
5	Elect Wright L. Lassiter III	Mgmt	For	For	For
6	Elect Timothy L. Main	Mgmt	For	For	For
7	Elect Denise M. Morrison	Mgmt	For	For	For
8	Elect Gary M. Pfeiffer	Mgmt	For	Against	Against
9	Elect Timothy M. Ring	Mgmt	For	For	For
10	Elect Gail R. Wilensky	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Amendment to the Long-Term Incentive Plan	Mgmt	For	For	For
15	Shareholder Proposal Regarding GHG Targets and Alignment with Paris Agreement	ShrHoldr	Against	For	Against

Radian Group Inc.

Ticker Security ID:
RDN CUSIP 750236101

Meeting Date
05/17/2023

Meeting Status
Voted

Meeting Type

Country of Trade

Annual

United States

Issue No. Description

Proponent Mgmt Rec

Vote Cast For/Against
Mgmt

1	Elect Howard B. Culang	Mgmt	For	Against	Against
2	Elect Fawad Ahmad	Mgmt	For	For	For
3	Elect Brad L. Conner	Mgmt	For	For	For
4	Elect Debra A. Hess	Mgmt	For	For	For
5	Elect Lisa W. Hess	Mgmt	For	For	For
6	Elect Brian D. Montgomery	Mgmt	For	For	For

7	Elect Lisa Mumford	Mgmt	For	For	For
8	Elect Gaetano Muzio	Mgmt	For	For	For
9	Elect Gregory V. Serio	Mgmt	For	For	For
10	Elect Noel J. Spiegel	Mgmt	For	For	For
11	Elect Richard G. Thornberry	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	For	For

Rapid7, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
RPD	CUSIP 753422104	06/08/2023	Voted
Meeting Type	Country of Trade		
Annual	United States		
Issue No.	Description	Proponent Mgmt Rec	Vote Cast For/Against Mgmt
1.1	Elect Michael Berry	Mgmt For	Withhold Against
1.2	Elect Marc Brown	Mgmt For	For For
1.3	Elect Judy Bruner	Mgmt For	For For
1.4	Elect Benjamin Holzman	Mgmt For	Withhold Against
1.5	Elect Christina Kosmowski	Mgmt For	For For
1.6	Elect J. Benjamin Nye	Mgmt For	For For
1.7	Elect Tom Schodorf	Mgmt For	For For
1.8	Elect Reeny Sondhi	Mgmt For	For For
1.9	Elect Corey E. Thomas	Mgmt For	For For
2	Ratification of Auditor	Mgmt For	For For
3	Advisory Vote on Executive Compensation	Mgmt For	Against Against

Raytheon Technologies Corporation

Ticker	Security ID:	Meeting Date	Meeting Status
RTX	CUSIP 75513E101	05/02/2023	Voted
Meeting Type	Country of Trade		
Annual	United States		
Issue No.	Description	Proponent Mgmt Rec	Vote Cast For/Against Mgmt

1	Elect Tracy A. Atkinson	Mgmt	For	For	For
2	Elect Leanne G. Caret	Mgmt	For	For	For
3	Elect Bernard A. Harris, Jr.	Mgmt	For	For	For
4	Elect Gregory J. Hayes	Mgmt	For	For	For
5	Elect George R. Oliver	Mgmt	For	For	For
6	Elect Robert K. Ortberg	Mgmt	For	For	For
7	Elect Dinesh C. Paliwal	Mgmt	For	For	For
8	Elect Ellen M. Pawlikowski	Mgmt	For	For	For
9	Elect Denise L. Ramos	Mgmt	For	For	For
10	Elect Fredric G. Reynolds	Mgmt	For	Against	Against
11	Elect Brian C. Rogers	Mgmt	For	For	For
12	Elect James A. Winnefeld, Jr.	Mgmt	For	For	For
13	Elect Robert O. Work	Mgmt	For	For	For
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Ratification of Auditor	Mgmt	For	Against	Against
17	Elimination of Supermajority Requirement	Mgmt	For	For	For
18	Amendment to Articles to Limit Liability of Certain Officers	Mgmt	For	Against	Against
19	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Report on Aligning Value Chain GHG Reductions with Paris	ShrHoldr	Against	For	Against

Agreement

Regency Centers Corporation						
Ticker	Security ID:		Meeting Date		Meeting Status	
REG	CUSIP 758849103		05/03/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Martin E. Stein, Jr.	Mgmt	For		Against	Against
2	Elect Bryce Blair	Mgmt	For		For	For
3	Elect C. Ronald Blankenship	Mgmt	For		For	For
4	Elect Kristin A. Campbell	Mgmt	For		For	For
5	Elect Deirdre J. Evens	Mgmt	For		For	For
6	Elect Thomas W. Furphy	Mgmt	For		For	For
7	Elect Karin M. Klein	Mgmt	For		For	For
8	Elect Peter D. Linneman	Mgmt	For		For	For
9	Elect David P. O'Connor	Mgmt	For		For	For
10	Elect Lisa Palmer	Mgmt	For		For	For
11	Elect James H. Simmons, III	Mgmt	For		For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year		1 Year	For
13	Advisory Vote on Executive Compensation	Mgmt	For		For	For
14	Ratification of Auditor	Mgmt	For		Against	Against

Regions Financial Corporation							
Ticker		Security ID:		Meeting Date		Meeting Status	
RF		CUSIP 7591EP100		04/19/2023		Voted	
Meeting Type				Country of Trade			
Annual				United States			
Issue No.		Description		Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt

1	Elect Mark. A Crosswhite	Mgmt	For	For	For
2	Elect Noopur Davis	Mgmt	For	For	For
3	Elect Zhanna Golodryga	Mgmt	For	Against	Against
4	Elect J. Thomas Hill	Mgmt	For	For	For
5	Elect John D. Johns	Mgmt	For	For	For
6	Elect Joia M. Johnson	Mgmt	For	For	For
7	Elect Ruth Ann Marshall	Mgmt	For	For	For
8	Elect Charles D. McCrary	Mgmt	For	Against	Against
9	Elect James T. Prokopanko	Mgmt	For	For	For
10	Elect Lee J. Styslinger III	Mgmt	For	For	For
11	Elect Jose S. Suquet	Mgmt	For	For	For
12	Elect John M. Turner, Jr.	Mgmt	For	For	For
13	Elect Timothy Vines	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Reinsurance Group of America, Incorporated

Ticker	Security ID:	Meeting Date	Meeting Status
RGA	CUSIP 759351604	05/24/2023	Voted
Meeting Type	Country of Trade		
Annual	United States		
Issue No.	Description	Proponent Mgmt Rec	Vote Cast For/Against Mgmt
1	Elect Pina Albo	Mgmt For	For For
2	Elect Tony Cheng	Mgmt For	For For
3	Elect John J. Gauthier	Mgmt For	For For
4	Elect Patricia L. Guinn	Mgmt For	For For
5	Elect Anna Manning	Mgmt For	For For
6	Elect Hazel M. McNeilage	Mgmt For	For For
7	Elect George Nichols, III	Mgmt For	For For
8	Elect Stephen T.	Mgmt For	Against Against

O'Hearn

9	Elect Shundrawn A. Thomas	Mgmt	For	Against	Against
10	Elect Khanh T. Tran	Mgmt	For	For	For
11	Elect Steven C. Van Wyk	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	Against	Against

Reliance Steel & Aluminum Co.

Ticker	Security ID:	Meeting Date		Meeting Status	
RS	CUSIP 759509102	05/17/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Lisa L. Baldwin	Mgmt	For	For	For
2	Elect Karen W. Colonias	Mgmt	For	For	For
3	Elect Frank J. Dellaquila	Mgmt	For	For	For
4	Elect James D. Hoffman	Mgmt	For	For	For
5	Elect Mark V. Kaminski	Mgmt	For	Against	Against
6	Elect Karla R. Lewis	Mgmt	For	For	For
7	Elect Robert A. McEvoy	Mgmt	For	For	For
8	Elect David W. Seeger	Mgmt	For	For	For
9	Elect Douglas W. Stotlar	Mgmt	For	Against	Against
10	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
11	Ratification of Auditor	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Shareholder Proposal Regarding Independent	ShrHoldr	Against	Against	For

Chair

RingCentral, Inc.						
Ticker	Security ID:	Meeting Date		Meeting Status		
RNG	CUSIP 76680R206	12/15/2022		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1.1	Elect Vladimir Shmunis	Mgmt	For	For	For	
1.2	Elect Kenneth A. Goldman	Mgmt	For	Withhold	Against	
1.3	Elect Michelle R. McKenna	Mgmt	For	Withhold	Against	
1.4	Elect Robert Theis	Mgmt	For	Withhold	Against	
1.5	Elect Allan Thygesen	Mgmt	For	Withhold	Against	
1.6	Elect Neil Williams	Mgmt	For	For	For	
1.7	Elect Mignon L. Clyburn	Mgmt	For	For	For	
1.8	Elect Arne Duncan	Mgmt	For	For	For	
1.9	Elect Tarek Robbiati	Mgmt	For	For	For	
1.10	Elect Sridhar Srinivasan	Mgmt	For	For	For	
2	Ratification of Auditor	Mgmt	For	For	For	
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against	
4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
5	Amendment to the 2013 Equity Incentive Plan	Mgmt	For	Against	Against	

Roper Technologies, Inc.						
Ticker	Security ID:	Meeting Date		Meeting Status		
ROP	CUSIP 776696106	06/13/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Shellye L.	Mgmt	For	For	For	

Archambeau

2	Elect Amy W. Brinkley	Mgmt	For	Against	Against
3	Elect Irene M. Esteves	Mgmt	For	For	For
4	Elect L. Neil Hunn	Mgmt	For	For	For
5	Elect Robert D. Johnson	Mgmt	For	For	For
6	Elect Thomas P. Joyce, Jr.	Mgmt	For	For	For
7	Elect Laura G. Thatcher	Mgmt	For	For	For
8	Elect Richard F. Wallman	Mgmt	For	For	For
9	Elect Christopher Wright	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Amendment to Articles Regarding Officer Exculpation	Mgmt	For	Against	Against

Ross Stores, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
ROST	CUSIP 778296103	05/17/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent	Mgmt Rec
			Vote Cast
			For/Against Mgmt
1	Elect K. Gunnar Bjorklund	Mgmt	For
2	Elect Michael J. Bush	Mgmt	For
3	Elect Edward G. Cannizzaro	Mgmt	For
4	Elect Sharon D. Garrett	Mgmt	For
5	Elect Michael J. Hartshorn	Mgmt	For
6	Elect Stephen D.	Mgmt	For

Milligan					
7	Elect Patricia H. Mueller	Mgmt	For	For	For
8	Elect George P. Orban	Mgmt	For	Against	Against
9	Elect Larree M. Renda	Mgmt	For	For	For
10	Elect Barbara Rentler	Mgmt	For	For	For
11	Elect Doniel N. Sutton	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against

Royal Caribbean Group		Meeting Date		Meeting Status	
Ticker	Security ID:	06/01/2023		Voted	
RCL	CUSIP V7780T103	Country of Trade			
Meeting Type		United States			
Annual		Proponent		Vote Cast	
Issue No.	Description	Mgmt	Rec		For/Against Mgmt
1	Elect John F. Brock	Mgmt	For	Against	Against
2	Elect Richard D. Fain	Mgmt	For	Against	Against
3	Elect Stephen R. Howe, Jr	Mgmt	For	Against	Against
4	Elect William L. Kimsey	Mgmt	For	Against	Against
5	Elect Michael O. Leavitt	Mgmt	For	For	For
6	Elect Jason T. Liberty	Mgmt	For	For	For
7	Elect Amy McPherson	Mgmt	For	For	For
8	Elect Maritza Gomez Montiel	Mgmt	For	For	For
9	Elect Ann S. Moore	Mgmt	For	For	For
10	Elect Eyal M. Ofer	Mgmt	For	Against	Against
11	Elect Vagn Ove Sorensen	Mgmt	For	For	For
12	Elect Donald Thompson	Mgmt	For	For	For
13	Elect Arne Alexander Wilhelmsen	Mgmt	For	Against	Against
14	Elect Rebecca Yeung	Mgmt	For	For	For

15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
17	Ratification of Auditor	Mgmt	For	Against	Against

RPM International Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
RPM	CUSIP 749685103	10/06/2022	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Kirkland B. Andrews	Mgmt	For	For	For
1.2	Elect Ellen M. Pawlikowski	Mgmt	For	For	For
1.3	Elect Frank C. Sullivan	Mgmt	For	For	For
1.4	Elect Elizabeth F. Whited	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Ratification of Auditor	Mgmt	For	For	For

Ryman Hospitality Properties, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
RHP	CUSIP 78377T107	05/11/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Rachna Bhasin	Mgmt	For	For	For
2	Elect Alvin Bowles Jr.	Mgmt	For	For	For
3	Elect Mark Fioravanti	Mgmt	For	For	For
4	Elect William E. Haslam	Mgmt	For	For	For
5	Elect Fazal Merchant	Mgmt	For	For	For
6	Elect Patrick Q. Moore	Mgmt	For	For	For
7	Elect Christine Pantoya	Mgmt	For	For	For

8	Elect Robert S. Prather, Jr.	Mgmt	For	Against	Against
9	Elect Colin V. Reed	Mgmt	For	Against	Against
10	Elect Michael I. Roth	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Ratification of Auditor	Mgmt	For	Against	Against

S&P Global Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
SPGI	CUSIP 78409V104	05/03/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Marco Alvera	Mgmt	For	For	For
2	Elect Jacques Esculier	Mgmt	For	For	For
3	Elect Gay Huey Evans	Mgmt	For	For	For
4	Elect William D. Green	Mgmt	For	For	For
5	Elect Stephanie C. Hill	Mgmt	For	For	For
6	Elect Rebecca Jacoby	Mgmt	For	For	For
7	Elect Robert P. Kelly	Mgmt	For	For	For
8	Elect Ian P. Livingston	Mgmt	For	For	For
9	Elect Deborah D. McWhinney	Mgmt	For	For	For
10	Elect Maria R. Morris	Mgmt	For	For	For
11	Elect Douglas L. Peterson	Mgmt	For	For	For
12	Elect Richard E. Thornburgh	Mgmt	For	For	For
13	Elect Gregory Washington	Mgmt	For	For	For
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For

15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Ratification of Auditor	Mgmt	For	Against	Against

Salesforce, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
CRM	CUSIP 79466L302	06/08/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Marc R. Benioff	Mgmt	For	For	For
2	Elect Laura Alber	Mgmt	For	For	For
3	Elect Craig A. Conway	Mgmt	For	For	For
4	Elect Arnold W. Donald	Mgmt	For	For	For
5	Elect Parker Harris	Mgmt	For	For	For
6	Elect Neelie Kroes	Mgmt	For	For	For
7	Elect Sachin Mehra	Mgmt	For	For	For
8	Elect G. Mason Morfit	Mgmt	For	For	For
9	Elect Oscar Munoz	Mgmt	For	For	For
10	Elect John V. Roos	Mgmt	For	For	For
11	Elect Robin L. Washington	Mgmt	For	For	For
12	Elect Maynard G. Webb	Mgmt	For	For	For
13	Elect Susan D. Wojcicki	Mgmt	For	For	For
14	Amendment to the 2013 Equity Incentive Plan	Mgmt	For	For	For
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
17	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
18	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For
19	Shareholder Proposal Regarding Company Directors Serving on	ShrHoldr	Against	Against	For

Multiple
Boards

Sap SE						
Ticker	Security ID:	Meeting Date	Meeting Status			
SAP	CUSIP 803054204	05/11/2023	Voted			
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Allocation of Dividends	Mgmt	For		For	For
2	Ratification of Management Board Acts	Mgmt	For		For	For
3	Ratification of Supervisory Board Acts	Mgmt	For		For	For
4	Remuneration Report	Mgmt	For		For	For
5	Authority to Repurchase and Reissue Shares	Mgmt	For		For	For
6	Authority to Repurchase Shares Using Equity Derivatives	Mgmt	For		For	For
7	Elect Jennifer Xin-Zhe Li	Mgmt	For		For	For
8	Elect Qi Lu	Mgmt	For		For	For
9	Elect Punit Renjen	Mgmt	For		For	For
10	Management Board Remuneration Policy	Mgmt	For		For	For
11	Supervisory Board Remuneration Policy	Mgmt	For		For	For
12	Amendments to Articles (Virtual Shareholder Meetings)	Mgmt	For		For	For
13	Amendments to Articles	Mgmt	For		For	For

(Virtual
Participation of
Supervisory Board
Members)

Schlumberger Limited						
Ticker	Security ID:	Meeting Date		Meeting Status		
SLB	CUSIP 806857108	04/05/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Peter J. Coleman	Mgmt	For	Against	Against	
2	Elect Patrick de La Chevardiere	Mgmt	For	For	For	
3	Elect Miguel M. Galuccio	Mgmt	For	Against	Against	
4	Elect Olivier Le Peuch	Mgmt	For	For	For	
5	Elect Samuel Georg Friedrich Leupold	Mgmt	For	For	For	
6	Elect Tatiana A. Mitrova	Mgmt	For	For	For	
7	Elect Maria Mor?us Hanssen	Mgmt	For	Against	Against	
8	Elect Vanitha Narayanan	Mgmt	For	Against	Against	
9	Elect Mark G. Papa	Mgmt	For	Against	Against	
10	Elect Jeffrey W. Sheets	Mgmt	For	For	For	
11	Elect Ulrich Spiesshofer	Mgmt	For	For	For	
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
14	Accounts and Reports; Approval of Dividend	Mgmt	For	For	For	

15	Ratification of Auditor	Mgmt	For	Against	Against
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Schneider National, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
SNDR	CUSIP 80689H102	04/24/2023	Voted

Meeting Type	Country of Trade
Annual	United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1.1	Elect Jyoti Chopra	Mgmt	For	For	For
1.2	Elect James R. Giertz	Mgmt	For	For	For
1.3	Elect Robert W. Grubbs	Mgmt	For	For	For
1.4	Elect Robert M. Knight, Jr.	Mgmt	For	For	For

1.5	Elect Therese A. Koller	Mgmt	For	For	For
1.6	Elect Mark B. Rourke	Mgmt	For	For	For
1.7	Elect John A.C. Swainson	Mgmt	For	Withhold	Against

1.8	Elect James L. Welch	Mgmt	For	Withhold	Against
1.9	Elect Kathleen M. Zimmermann	Mgmt	For	For	For

2	Ratification of Auditor	Mgmt	For	Against	Against
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

Scorpio Tankers Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
STNG	CUSIP Y7542C130	05/30/2023	Voted

Meeting Type	Country of Trade
Annual	United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Emanuele A. Lauro	Mgmt	For	For	For
2	Elect Merrick Rayner	Mgmt	For	Withhold	Against
3	Appointment of Auditor	Mgmt	For	For	For

Seagate Technology Holdings Plc

Ticker	Security ID:	Meeting Date	Meeting Status
STX	CUSIP G7997R103	10/24/2022	Voted

Meeting Type	Country of Trade
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Annual Issue No.	Description	United States Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Shankar Arumugavelu	Mgmt	For	For	For
2	Elect Pratik S. Bhatt	Mgmt	For	For	For
3	Elect Judy Bruner	Mgmt	For	For	For
4	Elect Michael R. Cannon	Mgmt	For	Against	Against
5	Elect Richard L. Clemmer	Mgmt	For	For	For
6	Elect Yolanda L. Conyers	Mgmt	For	For	For
7	Elect Jay L. Geldmacher	Mgmt	For	For	For
8	Elect Dylan G. Haggart	Mgmt	For	For	For
9	Elect William D. Mosley	Mgmt	For	For	For
10	Elect Stephanie Tilenius	Mgmt	For	For	For
11	Elect Edward J. Zander	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Appointment of Auditor and Authority to Set Fees	Mgmt	For	Against	Against
14	Authority to Set the Reissue Price Of Treasury Shares	Mgmt	For	Against	Against

Sensata Technologies Holding Plc

Ticker	Security ID:	Meeting Date		Meeting Status	
ST	CUSIP G8060N102	05/25/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Annual Issue No.	Description	United States Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Andrew C. Teich	Mgmt	For	Against	Against
2	Elect Jeffrey J. Cote	Mgmt	For	For	For
3	Elect John P. Absmeier	Mgmt	For	For	For
4	Elect Daniel L. Black	Mgmt	For	For	For
5	Elect Lorraine A.	Mgmt	For	For	For

Bolsinger

6	Elect Constance E. Skidmore	Mgmt	For	For	For
7	Elect Steven A. Sonnenberg	Mgmt	For	For	For
8	Elect Martha N. Sullivan	Mgmt	For	For	For
9	Elect Stephen M. Zide	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	For	For
12	Remuneration Report	Mgmt	For	For	For
13	Appointment of UK Statutory Auditor	Mgmt	For	For	For
14	Authority to Set UK Statutory Auditor's Fees	Mgmt	For	For	For
15	Accounts and Reports	Mgmt	For	For	For
16	Authority of Shares Repurchase Contracts and Counterparties	Mgmt	For	For	For
17	Authority to Issue Shares w/ Preemptive Rights	Mgmt	For	For	For
18	Authority to Issue Shares w/o Preemptive Rights	Mgmt	For	For	For
19	Authority to Allot Shares under Equity Incentive Plans w/ Preemptive Rights	Mgmt	For	For	For
20	Authority to Allot Shares under Equity Incentive Plans w/o Preemptive	Mgmt	For	For	For

Rights

ServiceNow, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
NOW	CUSIP 81762P102	06/01/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Susan L. Bostrom	Mgmt	For	Against	Against
2	Elect Teresa Briggs	Mgmt	For	Against	Against
3	Elect Jonathan C. Chadwick	Mgmt	For	Against	Against
4	Elect Paul E. Chamberlain	Mgmt	For	For	For
5	Elect Lawrence J. Jackson, Jr.	Mgmt	For	For	For
6	Elect Frederic B. Luddy	Mgmt	For	For	For
7	Elect William R. McDermott	Mgmt	For	Against	Against
8	Elect Jeffrey A. Miller	Mgmt	For	For	For
9	Elect Joseph Quinlan	Mgmt	For	For	For
10	Elect Anita M. Sands	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Ratification of Auditor	Mgmt	For	For	For
13	Amendment to the 2021 Equity Incentive Plan	Mgmt	For	For	For
14	Elect Deborah Black	Mgmt	For	For	For

Siemens AG

Ticker	Security ID:	Meeting Date		Meeting Status	
SIE	CUSIP 826197501	02/09/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Allocation of	Mgmt	For	For	For

Profits/Dividends

2	Ratify Roland Busch	Mgmt	For	For	For
3	Ratify Cedrik Neike	Mgmt	For	For	For
4	Ratify Matthias Rebellius	Mgmt	For	For	For
5	Ratify Ralf P. Thomas	Mgmt	For	For	For
6	Ratify Judith Wiese	Mgmt	For	For	For
7	Ratify Jim Hagemann Snabe	Mgmt	For	For	For
8	Ratify Birgit Steinborn	Mgmt	For	For	For
9	Ratify Werner Brandt	Mgmt	For	For	For
10	Ratify Tobias Baumler	Mgmt	For	For	For
11	Ratify Michael Diekmann	Mgmt	For	For	For
12	Ratify Andrea Fehrmann	Mgmt	For	For	For
13	Ratify Bettina Haller	Mgmt	For	For	For
14	Ratify Harald Kern	Mgmt	For	For	For
15	Ratify Jurgen Kerner	Mgmt	For	For	For
16	Ratify Benoit Potier	Mgmt	For	For	For
17	Ratify Hagen Reimer	Mgmt	For	For	For
18	Ratify Norbert Reithofer	Mgmt	For	For	For
19	Ratify Kasper Rorsted	Mgmt	For	For	For
20	Ratify Nemat Shafik	Mgmt	For	For	For
21	Ratify Nathalie von Siemens	Mgmt	For	For	For
22	Ratify Michael Sigmund	Mgmt	For	For	For
23	Ratify Dorothea Simon	Mgmt	For	For	For
24	Ratify Grazia Vittadini	Mgmt	For	For	For
25	Ratify Matthias Zachert	Mgmt	For	For	For
26	Ratify Gunnar Zukunft	Mgmt	For	For	For
27	Appointment of Auditor	Mgmt	For	For	For
28	Remuneration Report	Mgmt	For	For	For
29	Elect Werner Brandt	Mgmt	For	For	For
30	Elect Regina E. Dugan	Mgmt	For	For	For
31	Elect Keryn Lee James	Mgmt	For	For	For
32	Elect Martina Merz	Mgmt	For	For	For
33	Elect Benoit Potier	Mgmt	For	For	For
34	Elect Nathalie von Siemens	Mgmt	For	For	For
35	Elect Matthias Zachert	Mgmt	For	For	For
36	Amendments to Articles (Virtual AGM)	Mgmt	For	For	For

37	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Mgmt	For	For	For
38	Amendments to Articles (Share Register)	Mgmt	For	For	For

Silicon Laboratories Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
SLAB	CUSIP 826919102	04/20/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Navdeep S. Sooch	Mgmt	For	Against	Against
2	Elect Robert J. Conrad	Mgmt	For	For	For
3	Elect Nina L. Richardson	Mgmt	For	Against	Against
4	Ratification of Auditor	Mgmt	For	Against	Against
5	Advisory Vote on Executive Compensation	Mgmt	For	For	For
6	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Smartsheet Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
SMAR	CUSIP 83200N103	06/16/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Geoffrey T. Barker	Mgmt	For	For	For
1.2	Elect Matthew McIlwain	Mgmt	For	For	For
1.3	Elect James N. White	Mgmt	For	Withhold	Against
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on	Mgmt	For	For	For

Executive
Compensation

Snap-on Incorporated						
Ticker	Security ID:		Meeting Date		Meeting Status	
SNA	CUSIP 833034101		04/27/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect David C. Adams	Mgmt	For		Against	Against
2	Elect Karen L. Daniel	Mgmt	For		For	For
3	Elect Ruth Ann M. Gillis	Mgmt	For		For	For
4	Elect James P. Holden	Mgmt	For		Against	Against
5	Elect Nathan J. Jones	Mgmt	For		Against	Against
6	Elect Henry W. Knueppel	Mgmt	For		Against	Against
7	Elect W. Dudley Lehman	Mgmt	For		For	For
8	Elect Nicholas T. Pinchuk	Mgmt	For		For	For
9	Elect Gregg M. Sherrill	Mgmt	For		For	For
10	Elect Donald J. Stebbins	Mgmt	For		For	For
11	Ratification of Auditor	Mgmt	For		Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For		For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year		1 Year	For

Snowflake Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
SNOW	CUSIP 833445109		07/07/2022		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Kelly A. Kramer	Mgmt	For		For	For
2	Elect Frank Sloatman	Mgmt	For		For	For
3	Elect Michael L. Speiser	Mgmt	For		For	For

4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
5	Ratification of Auditor	Mgmt	For	For	For

Splunk Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
SPLK	CUSIP 848637104	06/21/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Patricia Morrison	Mgmt	For	For	For
2	Elect David R. Tunnell	Mgmt	For	For	For
3	Elect Dennis L. Via	Mgmt	For	For	For
4	Elect Luis Felipe Visoso	Mgmt	For	Against	Against
5	Ratification of Auditor	Mgmt	For	For	For
6	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
7	Amendment to the Equity Incentive Plan	Mgmt	For	Against	Against

Sprinklr, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
CXM	CUSIP 85208T107	06/15/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Neeraj Agrawal	Mgmt	For	Withhold	Against
2	Elect Edwin J. Gillis	Mgmt	For	For	For
3	Elect Yvette Kanouff	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation	Mgmt	For	For	For
5	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

6	Ratification of Auditor	Mgmt	For	For	For
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Squarespace, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
SQSP	CUSIP 85225A107	06/06/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec		
			Vote Cast		
			For/Against		
			Mgmt		
1.1	Elect Anthony Casalena	Mgmt	For	For	For
1.2	Elect Andrew Braccia	Mgmt	For	For	For
1.3	Elect Michael D. Fleisher	Mgmt	For	Withhold	Against
1.4	Elect Jonathan D. Klein	Mgmt	For	For	For
1.5	Elect Liza K. Landsman	Mgmt	For	Withhold	Against
1.6	Elect Anton J. Levy	Mgmt	For	For	For
1.7	Elect Neela Montgomery	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For

Starbucks Corporation

Ticker	Security ID:	Meeting Date	Meeting Status		
SBUX	CUSIP 855244109	03/23/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec		
			Vote Cast		
			For/Against		
			Mgmt		
1	Elect Richard E. Allison, Jr.	Mgmt	For	Against	Against
2	Elect Andrew Campion	Mgmt	For	For	For
3	Elect Beth E. Ford	Mgmt	For	For	For
4	Elect Mellody Hobson	Mgmt	For	For	For
5	Elect Jorgen Vig Knudstorp	Mgmt	For	Against	Against
6	Elect Satya Nadella	Mgmt	For	Against	Against
7	Elect Laxman Narasimhan	Mgmt	For	For	For
8	Elect Howard Schultz	Mgmt	For	For	For
9	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
10	Frequency of Advisory	Mgmt	1 Year	1 Year	For

	Vote on Executive Compensation				
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Shareholder Proposal Regarding Report On Plant-based Milk Pricing	ShrHoldr	Against	Against	For
13	Shareholder Proposal Regarding CEO Succession Planning	ShrHoldr	Against	For	Against
14	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For
15	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	ShrHoldr	Against	For	Against
16	Shareholder Proposal Regarding Formation of Corporate Sustainability Committee	ShrHoldr	Against	Against	For

State Street Corporation

Ticker	Security ID:	Meeting Date	Meeting Status		
STT	CUSIP 857477103	05/17/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Patrick de Saint-Aignan	Mgmt	For	For	For
2	Elect Marie A. Chandoha	Mgmt	For	For	For
3	Elect Donna DeMaio	Mgmt	For	For	For
4	Elect Amelia C. Fawcett	Mgmt	For	For	For
5	Elect William C. Freda	Mgmt	For	For	For
6	Elect Sara Mathew	Mgmt	For	For	For
7	Elect William L. Meaney	Mgmt	For	For	For

8	Elect Ronald P. O'Hanley	Mgmt	For	For	For
9	Elect Sean O'Sullivan	Mgmt	For	For	For
10	Elect Julio A. Portalatin	Mgmt	For	For	For
11	Elect John B. Rhea	Mgmt	For	For	For
12	Elect Gregory L. Summe	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Amendment to the 2017 Stock Incentive Plan	Mgmt	For	For	For
16	Ratification of Auditor	Mgmt	For	Against	Against
17	Shareholder Proposal Regarding Report on Conflict of Interest	ShrHoldr	Against	For	Against

Steel Dynamics, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
STLD	CUSIP 858119100	05/11/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent	Mgmt Rec
			Vote Cast
			For/Against
			Mgmt
1.1	Elect Mark D. Millett	Mgmt	For
1.2	Elect Sheree L. Bargabos	Mgmt	For
1.3	Elect Kenneth W. Cornew	Mgmt	For
1.4	Elect Traci M. Dolan	Mgmt	For
1.5	Elect James C. Marcuccilli	Mgmt	For
1.6	Elect Bradley S. Seaman	Mgmt	For
1.7	Elect Gabriel L. Shaheen	Mgmt	For
1.8	Elect Luis M. Sierra	Mgmt	For

1.9	Elect Steven A. Sonnenberg	Mgmt	For	Withhold	Against
1.10	Elect Richard P. Teets, Jr.	Mgmt	For	For	For
2	Ratification of Auditor Frequency of Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3		Mgmt	1 Year	1 Year	For
4	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
5	Approval of the 2023 Equity Incentive Plan	Mgmt	For	For	For
6	Adoption of Majority Vote for Election of Directors	Mgmt	For	For	For

Stryker Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
SYK	CUSIP 863667101	05/10/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Mary K. Brainerd	Mgmt	For	For	For
2	Elect Giovanni Caforio	Mgmt	For	For	For
3	Elect Srikant M. Datar	Mgmt	For	For	For
4	Elect Allan C. Golston	Mgmt	For	For	For
5	Elect Kevin A. Lobo	Mgmt	For	For	For
6	Elect Sherilyn S. McCoy	Mgmt	For	For	For
7	Elect Andrew K. Silvernail	Mgmt	For	Against	Against
8	Elect Lisa M. Skeete Tatum	Mgmt	For	For	For
9	Elect Ronda E. Stryker	Mgmt	For	For	For
10	Elect Rajeev Suri	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive	Mgmt	For	Against	Against

	Compensation				
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Shareholder Proposal Regarding Political Contributions and Expenditures Report	ShrHoldr	Against	For	Against

Sylvamo Corporation

Ticker		Security ID:		Meeting Date		Meeting Status	
SLVM		CUSIP 871332102		05/15/2023		Voted	
Meeting Type				Country of Trade			
Annual				United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt		
1	Elect Jean-Michel Ribieras	Mgmt	For	For	For		
2	Elect Stan A. Askren	Mgmt	For	For	For		
3	Elect Christine S. Breves	Mgmt	For	For	For		
4	Elect Jeanmarie Desmond	Mgmt	For	Against	Against		
5	Elect Lizanne C. Gottung	Mgmt	For	For	For		
6	Elect Joia M. Johnson	Mgmt	For	For	For		
7	Elect Karl L. Meyers	Mgmt	For	For	For		
8	Elect David D. Petratis	Mgmt	For	Against	Against		
9	Elect J. Paul Rollinson	Mgmt	For	For	For		
10	Elect Mark W. Wilde	Mgmt	For	For	For		
11	Elect James P. Zallie	Mgmt	For	For	For		
12	Ratification of Auditor	Mgmt	For	For	For		
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against		

Synchrony Financial

SYF		Security ID:	Meeting Date	Meeting Status	
		CUSIP 87165B103	05/18/2023	Voted	
Meeting Type			Country of Trade		
Annual			United States		
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against

					Mgmt
1	Elect Brian D. Doubles	Mgmt	For	For	For
2	Elect Fernando Aguirre	Mgmt	For	Against	Against
3	Elect Paget L. Alves	Mgmt	For	For	For
4	Elect Kamila Chytil	Mgmt	For	For	For
5	Elect Arthur W. Coviello, Jr.	Mgmt	For	For	For
6	Elect Roy A. Guthrie	Mgmt	For	For	For
7	Elect Jeffrey G. Naylor	Mgmt	For	Against	Against
8	Elect P.W. Parker	Mgmt	For	For	For
9	Elect Laurel J. Richie	Mgmt	For	For	For
10	Elect Ellen M. Zane	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	For	For

Synopsys, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
SNPS	CUSIP 871607107	04/12/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Aart J. de Geus	Mgmt	For	For	For
2	Elect Luis A Borgen	Mgmt	For	For	For
3	Elect Marc N. Casper	Mgmt	For	For	For
4	Elect Janice D. Chaffin	Mgmt	For	Against	Against
5	Elect Bruce R. Chizen	Mgmt	For	For	For
6	Elect Mercedes Johnson	Mgmt	For	Against	Against
7	Elect Jeannine P. Sargent	Mgmt	For	For	For
8	Elect John G. Schwarz	Mgmt	For	For	For
9	Elect Roy A. Vallee	Mgmt	For	For	For
10	Amendment to the 2006 Employee Equity Incentive Plan	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Shareholder Proposal Regarding Right to Call Special Meetings	ShrHoldr	Against	For	Against

Sysco Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
SY	CUSIP 871829107	11/18/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Daniel J. Brutto	Mgmt	For	Against	Against
2	Elect Ali Dibadj	Mgmt	For	For	For
3	Elect Larry C. Glasscock	Mgmt	For	Against	Against
4	Elect Jill M. Golder	Mgmt	For	For	For
5	Elect Bradley M. Halverson	Mgmt	For	For	For
6	Elect John M. Hinshaw	Mgmt	For	For	For
7	Elect Kevin P. Hourican	Mgmt	For	For	For
8	Elect Hans-Joachim Koerber	Mgmt	For	For	For
9	Elect Alison Kenney Paul	Mgmt	For	For	For
10	Elect Edward D. Shirley	Mgmt	For	Against	Against
11	Elect Sheila G. Talton	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Ratification of Auditor	Mgmt	For	Against	Against
14	Shareholder Proposal Regarding Civil Rights Audit	ShrHoldr	Against	For	Against
15	Shareholder Proposal Regarding Extending	ShrHoldr	Against	For	Against

Third-Party
Assessment to All
Suppliers

16	Shareholder Proposal Regarding Report on Plastic Packaging	ShrHoldr	N/A	For	N/A
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Take-Two Interactive Software, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
TTWO	CUSIP 874054109	09/16/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Strauss Zelnick	Mgmt	For	For	For
2	Elect Michael Dornemann	Mgmt	For	For	For
3	Elect J Moses	Mgmt	For	For	For
4	Elect Michael Sheresky	Mgmt	For	For	For
5	Elect LaVerne Srinivasan	Mgmt	For	For	For
6	Elect Susan M. Tolson	Mgmt	For	For	For
7	Elect Paul Viera	Mgmt	For	For	For
8	Elect Roland A. Hernandez	Mgmt	For	For	For
9	Elect William Gordon	Mgmt	For	For	For
10	Elect Ellen F. Siminoff	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Ratification of Auditor	Mgmt	For	For	For

Target Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
TGT	CUSIP 87612E106	06/14/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect David P. Abney	Mgmt	For	For	For
2	Elect Douglas M. Baker,	Mgmt	For	For	For

	Jr.					
3	Elect George S. Barrett	Mgmt	For	For	For	
4	Elect Gail K. Boudreaux	Mgmt	For	For	For	
5	Elect Brian C. Cornell	Mgmt	For	For	For	
6	Elect Robert L. Edwards	Mgmt	For	Against	Against	
7	Elect Donald R. Knauss	Mgmt	For	For	For	
8	Elect Christine A. Leahy	Mgmt	For	For	For	
9	Elect Monica C. Lozano	Mgmt	For	For	For	
10	Elect Grace Puma	Mgmt	For	For	For	
11	Elect Derica W. Rice	Mgmt	For	For	For	
12	Elect Dmitri L. Stockton	Mgmt	For	For	For	
13	Ratification of Auditor	Mgmt	For	Against	Against	
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
16	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against	

Tenable Holdings, Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	05/24/2023		Voted	
TENB	CUSIP 88025T102	Country of Trade			
Meeting Type		United States			
Annual		Proponent		Vote Cast	
Issue No.	Description	Mgmt	Rec	For/Against	Mgmt
1	Elect John C. Huffard, Jr.	Mgmt	For	For	For
2	Elect A. Brooke Seawell	Mgmt	For	Withhold	Against
3	Elect Raymond Vicks, Jr.	Mgmt	For	For	For
4	Ratification of Auditor	Mgmt	For	For	For
5	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

Tenet Healthcare Corporation						
Ticker	Security ID:		Meeting Date		Meeting Status	
THC	CUSIP 88033G407		05/25/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect J. Robert Kerrey	Mgmt	For	Against	Against	
2	Elect James L. Bierman	Mgmt	For	For	For	
3	Elect Richard W. Fisher	Mgmt	For	For	For	
4	Elect Meghan FitzGerald	Mgmt	For	Against	Against	
5	Elect Cecil D. Haney	Mgmt	For	For	For	
6	Elect Christopher S. Lynch	Mgmt	For	For	For	
7	Elect Richard J. Mark	Mgmt	For	For	For	
8	Elect Tammy Romo	Mgmt	For	For	For	
9	Elect Saumya Sutaria	Mgmt	For	For	For	
10	Elect Nadja Y. West	Mgmt	For	For	For	
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
13	Ratification of Auditor	Mgmt	For	For	For	
14	Shareholder Proposal Regarding Report on Availability of Abortions	ShrHoldr	Against	For	Against	

Tesla, Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
TSLA	CUSIP 88160R101		05/16/2023		Voted	
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Elon Musk	Mgmt	For	For	For	
2	Elect Robyn M. Denholm	Mgmt	For	Against	Against	
3	Elect J.B. Straubel	Mgmt	For	Against	Against	
4	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against	

5	Frequency of Advisory Vote on Executive Compensation	Mgmt	3 Years	1 Year	Against
6	Ratification of Auditor	Mgmt	For	For	For
7	Shareholder Proposal Regarding Key Person Risk Report	ShrHoldr	Against	Against	For

Tesla, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
TSLA	CUSIP 88160R101	08/04/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Ira Ehrenpreis	Mgmt	For	Against	Against
2	Elect Kathleen Wilson-Thompson	Mgmt	For	Against	Against
3	Reduce Director Terms from Three Years to Two Years	Mgmt	For	For	For
4	Elimination of Supermajority Requirement	Mgmt	For	For	For
5	Increase in Authorized Common Stock	Mgmt	For	For	For
6	Ratification of Auditor	Mgmt	For	For	For
7	Shareholder Proposal Regarding Proxy Access	ShrHoldr	Against	For	Against
8	Shareholder Proposal Regarding Report on Effectiveness of Workplace Sexual Harassment and Discrimination Policies	ShrHoldr	Against	For	Against

9	Shareholder Proposal Regarding Board Diversity Aligned with Customer Base and Regional Operations	ShrHoldr	Against	For	Against
10	Shareholder Proposal Regarding Report on The Impact of Mandatory Arbitration Policies	ShrHoldr	Against	For	Against
11	Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	ShrHoldr	Against	For	Against
12	Shareholder Proposal Regarding Policy on Freedom of Association	ShrHoldr	Against	For	Against
13	Shareholder Proposal Regarding Report on Ending Child Labor	ShrHoldr	Against	For	Against
14	Shareholder Proposal Regarding Water Risk Exposure	ShrHoldr	Against	For	Against

Textron Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	04/26/2023		Voted	
TXT	CUSIP 883203101	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Richard F. Ambrose	Mgmt	For	For	For
2	Elect Kathleen M. Bader	Mgmt	For	For	For
3	Elect R. Kerry Clark	Mgmt	For	For	For
4	Elect Scott C. Donnelly	Mgmt	For	For	For
5	Elect Deborah Lee James	Mgmt	For	For	For
6	Elect Thomas A. Kennedy	Mgmt	For	For	For

7	Elect Lionel L. Nowell, III	Mgmt	For	Against	Against
8	Elect James L. Ziemer	Mgmt	For	For	For
9	Elect Maria T. Zuber	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	Against	Against

The Bank of New York Mellon Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
BK	CUSIP 064058100	04/12/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Linda Z. Cook	Mgmt	For	For	For
2	Elect Joseph J. Echevarria	Mgmt	For	For	For
3	Elect M. Amy Gilliland	Mgmt	For	For	For
4	Elect Jeffrey A. Goldstein	Mgmt	For	For	For
5	Elect K. Guru Gowrappan	Mgmt	For	For	For
6	Elect Ralph Izzo	Mgmt	For	For	For
7	Elect Sandie O'Connor	Mgmt	For	For	For
8	Elect Elizabeth E. Robinson	Mgmt	For	For	For
9	Elect Frederick O. Terrell	Mgmt	For	For	For
10	Elect Robin A. Vince	Mgmt	For	For	For
11	Elect Alfred W. Zollar	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive	Mgmt	1 Year	1 Year	For

Compensation					
14	Ratification of Auditor	Mgmt	For	For	For
15	Approval of the 2023 Long-Term Incentive Plan	Mgmt	For	For	For
16	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	Against	For
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The Chemours Company					
Ticker	Security ID:	Meeting Date		Meeting Status	
CC	CUSIP 163851108	04/26/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Curtis V. Anastasio	Mgmt	For	Abstain	Against
2	Elect Mary B. Cranston	Mgmt	For	Against	Against
3	Elect Curtis J. Crawford	Mgmt	For	For	For
4	Elect Dawn L. Farrell	Mgmt	For	For	For
5	Elect Erin Kane	Mgmt	For	For	For
6	Elect Sean D. Keohane	Mgmt	For	Abstain	Against
7	Elect Mark E. Newman	Mgmt	For	For	For
8	Elect Guillaume Pepy	Mgmt	For	For	For
9	Elect Sandra Phillips Rogers	Mgmt	For	Abstain	Against
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	For	For

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The Coca-Cola Company					
Ticker	Security ID:	Meeting Date		Meeting Status	
KO	CUSIP 191216100	04/25/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt

1	Elect Herbert A. Allen, III	Mgmt	For	For	For
2	Elect Marc Bolland	Mgmt	For	For	For
3	Elect Ana Patricia Botin-Sanz de Sautuola y O'Shea	Mgmt	For	For	For
4	Elect Christopher C. Davis	Mgmt	For	For	For
5	Elect Barry Diller	Mgmt	For	Against	Against
6	Elect Carolyn N. Everson	Mgmt	For	For	For
7	Elect Helene D. Gayle	Mgmt	For	For	For
8	Elect Alexis M. Herman	Mgmt	For	For	For
9	Elect Maria Elena Lagomasino	Mgmt	For	For	For
10	Elect Amity Millhiser	Mgmt	For	For	For
11	Elect James Quincey	Mgmt	For	For	For
12	Elect Caroline J. Tsay	Mgmt	For	For	For
13	Elect David B. Weinberg	Mgmt	For	For	For
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Ratification of Auditor	Mgmt	For	Against	Against
17	Shareholder Proposal Regarding Racial Equity Audit	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political Influence	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Report on	ShrHoldr	Against	For	Against

	Political Expenditures and Values Congruency				
20	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For
21	Shareholder Proposal Regarding Report On Risks From State Policies Restricting Reproductive Health Care	ShrHoldr	Against	For	Against

The Goldman Sachs Group, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
GS	CUSIP 38141G104	04/26/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect M. Michele Burns	Mgmt	For	For	For
2	Elect Mark Flaherty	Mgmt	For	For	For
3	Elect Kimberley Harris	Mgmt	For	For	For
4	Elect Kevin R. Johnson	Mgmt	For	For	For
5	Elect Ellen J. Kullman	Mgmt	For	For	For
6	Elect Lakshmi N. Mittal	Mgmt	For	Against	Against
7	Elect Adebayo O. Ogunlesi	Mgmt	For	For	For
8	Elect Peter Oppenheimer	Mgmt	For	Against	Against
9	Elect David M. Solomon	Mgmt	For	For	For
10	Elect Jan E. Tighe	Mgmt	For	For	For
11	Elect Jessica Uhl	Mgmt	For	For	For
12	Elect David A. Vinlar	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Shareholder Proposal Regarding Lobbying	ShrHoldr	Against	For	Against

	Report				
17	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For
18	Shareholder Proposal Regarding Third-Party Review for Congruency of China-focused ETFs	ShrHoldr	Against	Against	For
19	Shareholder Proposal Regarding a Racial Equity Audit	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	ShrHoldr	Against	For	Against
21	Shareholder Proposal Regarding Absolute GHG Reduction Targets	ShrHoldr	Against	For	Against
22	Shareholder Proposal Regarding Transition Plan Report for Financing Activities	ShrHoldr	Against	For	Against
23	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	ShrHoldr	Against	For	Against

The Hartford Financial Services Group, Inc.						
Ticker	Security ID:	Meeting Date		Meeting Status		
HIG	CUSIP 416515104	05/17/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Larry D. De Shon	Mgmt	For	For	For	

2	Elect Carlos Dominguez	Mgmt	For	For	For
3	Elect Trevor Fetter	Mgmt	For	For	For
4	Elect Donna A. James	Mgmt	For	For	For
5	Elect Kathryn A. Mikells	Mgmt	For	For	For
6	Elect Edmund Reese	Mgmt	For	For	For
7	Elect Teresa W. Roseborough	Mgmt	For	For	For
8	Elect Virginia P. Ruesterholz	Mgmt	For	For	For
9	Elect Christopher J. Swift	Mgmt	For	For	For
10	Elect Matthew E. Winter	Mgmt	For	For	For
11	Elect Greig Woodring	Mgmt	For	Against	Against
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	ShrHoldr	Against	For	Against

The Hershey Company

Ticker	Security ID:	Meeting Date	Meeting Status
HSY	CUSIP 427866108	05/16/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent	Mgmt Rec
			Vote Cast
			For/Against Mgmt
1.1	Elect Pamela M. Arway	Mgmt	For
1.2	Elect Michele G. Buck	Mgmt	For
1.3	Elect Victor L. Crawford	Mgmt	For
1.4	Elect Robert M. Dutkowsky	Mgmt	For
1.5	Elect Mary Kay Haben	Mgmt	For
1.6	Elect James C. Katzman	Mgmt	For
1.7	Elect M. Diane Koken	Mgmt	For
1.8	Elect Huong Maria T.	Mgmt	For

Kraus

1.9	Elect Robert M. Malcolm	Mgmt	For	For	For
1.10	Elect Anthony J. Palmer	Mgmt	For	For	For
1.11	Elect Juan R. Perez	Mgmt	For	Withhold	Against
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	For	For
4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
5	Shareholder Proposal Regarding Report on Ending Child Labor	ShrHoldr	Against	For	Against

The Home Depot, Inc.

Ticker Security ID:
HD CUSIP 437076102

Meeting Date
05/18/2023
Country of Trade
United States

Meeting Status
Voted

Meeting Type
Annual

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Gerard J. Arpey	Mgmt	For	For	For
2	Elect Ari Bousbib	Mgmt	For	For	For
3	Elect Jeffery H. Boyd	Mgmt	For	For	For
4	Elect Gregory D. Brenneman	Mgmt	For	For	For
5	Elect J. Frank Brown	Mgmt	For	Against	Against
6	Elect Albert P. Carey	Mgmt	For	For	For
7	Elect Edward P. Decker	Mgmt	For	For	For
8	Elect Linda R. Gooden	Mgmt	For	For	For
9	Elect Wayne M. Hewett	Mgmt	For	For	For
10	Elect Manuel Kadre	Mgmt	For	For	For
11	Elect Stephanie C. Linnartz	Mgmt	For	For	For
12	Elect Paula Santilli	Mgmt	For	For	For
13	Elect Caryn Seidman-Becker	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Advisory Vote on Executive	Mgmt	For	Against	Against

	Compensation				
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
17	Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	ShrHoldr	Against	Against	For
18	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Rescission of Majority-Supported Shareholder Proposal	ShrHoldr	Against	Against	For
21	Shareholder Proposal Regarding Public Positions on Political Speech	ShrHoldr	Against	Against	For

The J. M. Smucker Company		Meeting Date		Meeting Status	
Ticker	Security ID:	08/17/2022		Voted	
SJM	CUSIP 832696405	Country of Trade			
Meeting Type		United States			
Annual		Proponent			
Issue No.	Description	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Susan E. Chapman-Hughes	Mgmt	For	For	For
2	Elect Paul J. Dolan	Mgmt	For	For	For
3	Elect Jay L. Henderson	Mgmt	For	For	For

4	Elect Jonathan E. Johnson III	Mgmt	For	For	For
5	Elect Kirk L. Perry	Mgmt	For	For	For
6	Elect Sandra Pianalto	Mgmt	For	For	For
7	Elect Alex Shumate	Mgmt	For	For	For
8	Elect Mark T. Smucker	Mgmt	For	For	For
9	Elect Richard K. Smucker	Mgmt	For	For	For
10	Elect Jodi L. Taylor	Mgmt	For	For	For
11	Elect Dawn C. Willoughby	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Amendment to Articles to Eliminate Time Phased Voting Provisions	Mgmt	For	For	For

The Kraft Heinz Company		Meeting Date		Meeting Status	
Ticker	Security ID:	05/04/2023		Voted	
KHC	CUSIP 500754106	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Gregory E. Abel	Mgmt	For	For	For
2	Elect Humberto P. Alfonso	Mgmt	For	Against	Against
3	Elect John T. Cahill	Mgmt	For	For	For
4	Elect Lori Dickerson Fouche	Mgmt	For	For	For
5	Elect Diane Gherson	Mgmt	For	For	For
6	Elect Timothy Kenesey	Mgmt	For	For	For
7	Elect Alicia Knapp	Mgmt	For	For	For
8	Elect Elio Leoni Sceti	Mgmt	For	For	For
9	Elect Susan R. Mulder	Mgmt	For	For	For
10	Elect James Park	Mgmt	For	For	For

11	Elect Miguel Patricio	Mgmt	For	For	For
12	Elect John C. Pope	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Shareholder Proposal Regarding Simple Majority Vote	ShrHoldr	Against	For	Against
16	Shareholder Proposal Regarding Water Risk Exposure	ShrHoldr	Against	For	Against
17	Shareholder Proposal Regarding Civil Rights Audit	ShrHoldr	Against	Against	For

The Kroger Co.

Ticker Security ID:
KR CUSIP 501044101

Meeting Date
06/22/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
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1	Elect Nora A. Aufreiter	Mgmt	For	For	For
2	Elect Kevin M. Brown	Mgmt	For	For	For
3	Elect Elaine L. Chao	Mgmt	For	For	For
4	Elect Anne Gates	Mgmt	For	Against	Against
5	Elect Karen M. Hoguet	Mgmt	For	For	For
6	Elect W. Rodney McMullen	Mgmt	For	For	For
7	Elect Clyde R. Moore	Mgmt	For	For	For
8	Elect Ronald L. Sargent	Mgmt	For	For	For
9	Elect Judith Amanda Sourry Knox	Mgmt	For	For	For
10	Elect Mark S. Sutton	Mgmt	For	For	For
11	Elect Ashok Vemuri	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Shareholder Proposal Regarding External Public Health Costs Created by the Sale of Tobacco Products	ShrHoldr	Against	For	Against
16	Shareholder Proposal Regarding Charitable Contributions Disclosure	ShrHoldr	Against	For	Against
17	Shareholder Proposal Regarding Report on Plastics	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding EEO Policy Risk Report	ShrHoldr	Against	Against	For

The Mosaic Company

Ticker Security ID:
MOS CUSIP 61945C103

Meeting Date
05/25/2023

Meeting Status
Voted

Meeting Type

Country of Trade

Annual

United States

Issue No. Description

Proponent Mgmt Rec

Vote Cast For/Against
Mgmt

1	Elect Cheryl K. Beebe	Mgmt	For	Against	Against
2	Elect Gregory L. Ebel	Mgmt	For	Against	Against
3	Elect Timothy S. Gitzel	Mgmt	For	Against	Against
4	Elect Denise C. Johnson	Mgmt	For	Against	Against
5	Elect Emery N. Koenig	Mgmt	For	Against	Against
6	Elect James C. O'Rourke	Mgmt	For	For	For
7	Elect David T. Seaton	Mgmt	For	For	For
8	Elect Steven M. Seibert	Mgmt	For	For	For
9	Elect Joao Roberto	Mgmt	For	For	For

	Goncalves Teixeira				
10	Elect Gretchen H. Watkins	Mgmt	For	For	For
11	Elect Kelvin R. Westbrook	Mgmt	For	Against	Against
12	Approval of the 2023 Stock and Incentive Plan	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	For	For
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Shareholder Proposal Regarding Right to Call Special Meetings	ShrHoldr	Against	For	Against
17	Shareholder Proposal Regarding Aligning GHG Reductions with Paris Agreement	ShrHoldr	Against	For	Against

The New York Times Company		Meeting Date		Meeting Status	
Ticker	Security ID:	04/26/2023		Voted	
NYT	CUSIP 650111107	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Beth A. Brooke	Mgmt	For	Withhold	Against
1.2	Elect Rachel C. Glaser	Mgmt	For	Withhold	Against
1.3	Elect Brian P. McAndrews	Mgmt	For	Withhold	Against
1.4	Elect John W. Rogers, Jr.	Mgmt	For	Withhold	Against

2	Ratification of Auditor	Mgmt	For	For	For
3	Approval of the 2023 Employee Stock Purchase Plan	Mgmt	For	For	For

The Procter & Gamble Company

Ticker	Security ID:	Meeting Date		Meeting Status	
PG	CUSIP 742718109	10/11/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect B. Marc Allen	Mgmt	For	For	For
2	Elect Angela F. Braly	Mgmt	For	For	For
3	Elect Amy L. Chang	Mgmt	For	For	For
4	Elect Joseph Jimenez	Mgmt	For	For	For
5	Elect Christopher Kempczinski	Mgmt	For	For	For
6	Elect Debra L. Lee	Mgmt	For	For	For
7	Elect Terry J. Lundgren	Mgmt	For	For	For
8	Elect Christine M. McCarthy	Mgmt	For	For	For
9	Elect Jon R. Moeller	Mgmt	For	For	For
10	Elect Rajesh Subramaniam	Mgmt	For	For	For
11	Elect Patricia A. Woertz	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For

The Progressive Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
PGR	CUSIP 743315103	05/12/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Danelle M. Barrett	Mgmt	For	For	For

2	Elect Philip F. Bleser	Mgmt	For	For	For
3	Elect Stuart B. Burgdoerfer	Mgmt	For	For	For
4	Elect Pamela J. Craig	Mgmt	For	For	For
5	Elect Charles A. Davis	Mgmt	For	For	For
6	Elect Roger N. Farah	Mgmt	For	For	For
7	Elect Lawton W. Fitt	Mgmt	For	Against	Against
8	Elect Susan Patricia Griffith	Mgmt	For	For	For
9	Elect Devin C. Johnson	Mgmt	For	For	For
10	Elect Jeffrey D. Kelly	Mgmt	For	For	For
11	Elect Barbara R. Snyder	Mgmt	For	For	For
12	Elect Kahina Van Dyke	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Ratification of Auditor	Mgmt	For	Against	Against

The TJX Companies, Inc.

Ticker Security ID:
TJX CUSIP 872540109

Meeting Date
06/06/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Jose B. Alvarez	Mgmt	For	For	For
2	Elect Alan M. Bennett	Mgmt	For	For	For
3	Elect Rosemary T. Berkery	Mgmt	For	For	For
4	Elect David T. Ching	Mgmt	For	For	For
5	Elect C. Kim Goodwin	Mgmt	For	For	For
6	Elect Ernie Herrman	Mgmt	For	For	For
7	Elect Amy B. Lane	Mgmt	For	For	For
8	Elect Carol Meyrowitz	Mgmt	For	Against	Against
9	Elect Jackwyn L. Nemerov	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	Against	Against
11	Advisory Vote on	Mgmt	For	For	For

	Executive Compensation				
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Shareholder Proposal Regarding Report on Supply Chain Due Diligence	ShrHoldr	Against	For	Against
14	Shareholder Proposal Regarding Report on Human Rights Risks from Supply Chain Employee Misclassification	ShrHoldr	Against	For	Against
15	Shareholder Proposal Regarding Paid Sick Leave	ShrHoldr	Against	For	Against

The Trade Desk, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
TTD	CUSIP 88339J105	05/25/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Jeff T. Green	Mgmt	For	For	For
1.2	Elect Andrea Cunningham	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For

The Travelers Companies, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
TRV	CUSIP 89417E109	05/24/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Alan L. Beller	Mgmt	For	For	For
2	Elect Janet M. Dolan	Mgmt	For	For	For
3	Elect Russell G. Golden	Mgmt	For	For	For
4	Elect Patricia L. Higgins	Mgmt	For	For	For

5	Elect William J. Kane	Mgmt	For	Against	Against
6	Elect Thomas B. Leonard Leonardi	Mgmt	For	For	For
7	Elect Clarence Otis, Jr.	Mgmt	For	For	For
8	Elect Elizabeth E. Robinson	Mgmt	For	For	For
9	Elect Philip T. Ruegger III	Mgmt	For	For	For
10	Elect Rafael Santana	Mgmt	For	For	For
11	Elect Todd C. Schermerhorn	Mgmt	For	For	For
12	Elect Alan D. Schnitzer	Mgmt	For	For	For
13	Elect Laurie J. Thomsen	Mgmt	For	For	For
14	Elect Bridget A. van Kralingen	Mgmt	For	For	For
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
17	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
18	Approval of the 2023 Stock Incentive Plan	Mgmt	For	For	For
19	Shareholder Proposal Regarding Aligning GHG Reductions with Paris Agreement	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Fossil Fuel Underwriting Policy	ShrHoldr	Against	For	Against
21	Shareholder Proposal Regarding Racial	ShrHoldr	Against	For	Against

	Equity Audit				
22	Shareholder Proposal Regarding Insuring Law Enforcement	ShrHoldr	Against	For	Against
23	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	ShrHoldr	Against	For	Against

The Walt Disney Company		Meeting Date		Meeting Status	
Ticker	Security ID:	04/03/2023		Voted	
DIS	CUSIP 254687106	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Mary T. Barra	Mgmt	For	For	For
2	Elect Safra A. Catz	Mgmt	For	For	For
3	Elect Amy L. Chang	Mgmt	For	For	For
4	Elect Francis A. deSouza	Mgmt	For	For	For
5	Elect Carolyn N. Everson	Mgmt	For	For	For
6	Elect Michael B.G. Froman	Mgmt	For	For	For
7	Elect Robert A. Iger	Mgmt	For	For	For
8	Elect Maria Elena Lagomasino	Mgmt	For	For	For
9	Elect Calvin R. McDonald	Mgmt	For	For	For
10	Elect Mark G. Parker	Mgmt	For	For	For
11	Elect Derica W. Rice	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory	Mgmt	1 Year	1 Year	For

	Vote on Executive Compensation				
15	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For
16	Shareholder Proposal Regarding Charitable Contributions Disclosure	ShrHoldr	Against	Against	For
17	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	For	Against

The Western Union Company		Meeting Date		Meeting Status	
Ticker	Security ID:	05/12/2023		Voted	
WU	CUSIP 959802109	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Martin I. Cole	Mgmt	For	For	For
2	Elect Betsy D. Holden	Mgmt	For	Against	Against
3	Elect Jeffrey A. Joerres	Mgmt	For	Against	Against
4	Elect Devin McGranahan	Mgmt	For	For	For
5	Elect Michael A. Miles, Jr.	Mgmt	For	Against	Against
6	Elect Timothy P. Murphy	Mgmt	For	For	For
7	Elect Jan Siegmund	Mgmt	For	For	For
8	Elect Angela A. Sun	Mgmt	For	For	For
9	Elect Solomon D. Trujillo	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For

11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Amendment to Allow Exculpation of Officers	Mgmt	For	Against	Against
14	Shareholder Proposal Regarding Right to Act by Written Consent	ShrHoldr	Against	Against	For

Thermo Fisher Scientific Inc.

Ticker

Security ID:

Meeting Date

Meeting Status

TMO

CUSIP 883556102

05/24/2023

Voted

Meeting Type

Country of Trade

Annual

United States

Issue No. Description

Proponent Mgmt Rec

Vote Cast For/Against
Mgmt

1	Elect Marc N. Casper	Mgmt	For	For	For
2	Elect Nelson J. Chai	Mgmt	For	Against	Against
3	Elect Ruby R. Chandy	Mgmt	For	For	For
4	Elect C. Martin Harris	Mgmt	For	Against	Against
5	Elect Tyler Jacks	Mgmt	For	For	For
6	Elect R. Alexandra Keith	Mgmt	For	Against	Against
7	Elect James C. Mullen	Mgmt	For	For	For
8	Elect Lars R. Sorensen	Mgmt	For	Against	Against
9	Elect Debora L. Spar	Mgmt	For	For	For
10	Elect Scott M. Sperling	Mgmt	For	For	For
11	Elect Dion J. Weisler	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against
15	Amendment to the 2013 Stock Incentive Plan	Mgmt	For	For	For
16	Approval of the 2023	Mgmt	For	For	For

Employee Stock
Purchase
Plan

Toll Brothers, Inc.						
Ticker	Security ID:	Meeting Date		Meeting Status		
TOL	CUSIP 889478103	03/07/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Douglas C. Yearley, Jr.	Mgmt	For	For	For	
2	Elect Stephen F. East	Mgmt	For	For	For	
3	Elect Christine N. Garvey	Mgmt	For	For	For	
4	Elect Karen H. Grimes	Mgmt	For	Against	Against	
5	Elect Derek T. Kan	Mgmt	For	For	For	
6	Elect Carl B. Marbach	Mgmt	For	For	For	
7	Elect John A. McLean	Mgmt	For	Against	Against	
8	Elect Wendell E Pritchett	Mgmt	For	Against	Against	
9	Elect Paul E. Shapiro	Mgmt	For	Against	Against	
10	Elect Scott D. Stowell	Mgmt	For	For	For	
11	Ratification of Auditor	Mgmt	For	Against	Against	
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against	
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	

TopBuild Corp.						
Ticker	Security ID:	Meeting Date		Meeting Status		
BLD	CUSIP 89055F103	05/01/2023		Voted		
Meeting Type		Country of Trade				
Annual		United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt	
1	Elect Alec C. Covington	Mgmt	For	Against	Against	
2	Elect Ernesto	Mgmt	For	Against	Against	

	Bautista, III				
3	Elect Robert Buck	Mgmt	For	Against	Against
4	Elect Joseph S. Cantie	Mgmt	For	Against	Against
5	Elect Tina M. Donikowski	Mgmt	For	Against	Against
6	Elect Deirdre C. Drake	Mgmt	For	Against	Against
7	Elect Mark A. Petrarca	Mgmt	For	Against	Against
8	Elect Nancy M. Taylor	Mgmt	For	Against	Against
9	Ratification of Auditor	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Tradeweb Markets Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	05/15/2023		Voted	
TW	CUSIP 892672106				
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Troy Dixon	Mgmt	For	For	For
1.2	Elect Scott Ganeles	Mgmt	For	For	For
1.3	Elect Catherine Johnson	Mgmt	For	For	For
1.4	Elect Murray Roos	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For

Transdigm Group Incorporated		Meeting Date		Meeting Status	
Ticker	Security ID:	03/09/2023		Voted	
TDG	CUSIP 893641100				
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect David A. Barr	Mgmt	For	Withhold	Against
1.2	Elect Jane Cronin	Mgmt	For	For	For
1.3	Elect Mervin Dunn	Mgmt	For	Withhold	Against
1.4	Elect Michael Graff	Mgmt	For	Withhold	Against
1.5	Elect Sean P. Hennessy	Mgmt	For	Withhold	Against
1.6	Elect W. Nicholas Howley	Mgmt	For	For	For
1.7	Elect Gary E. McCullough	Mgmt	For	Withhold	Against

1.8	Elect Michele Santana	Mgmt	For	Withhold	Against
1.9	Elect Robert J. Small	Mgmt	For	Withhold	Against
1.10	Elect John Staer	Mgmt	For	Withhold	Against
1.11	Elect Kevin Stein	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
4	Frequency of Advisory Vote on Executive Compensation	Mgmt	N/A	1 Year	N/A

Transdigm Group Incorporated		Meeting Date		Meeting Status	
Ticker	Security ID:	07/12/2022		Voted	
TDG	CUSIP 893641100	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect David A. Barr	Mgmt	For	Withhold	Against
1.2	Elect Jane Cronin	Mgmt	For	For	For
1.3	Elect Mervin Dunn	Mgmt	For	Withhold	Against
1.4	Elect Michael Graff	Mgmt	For	Withhold	Against
1.5	Elect Sean P. Hennessy	Mgmt	For	Withhold	Against
1.6	Elect W. Nicholas Howley	Mgmt	For	For	For
1.7	Elect Gary E. McCullough	Mgmt	For	Withhold	Against
1.8	Elect Michele Santana	Mgmt	For	For	For
1.9	Elect Robert J. Small	Mgmt	For	Withhold	Against
1.10	Elect John Staer	Mgmt	For	Withhold	Against
1.11	Elect Kevin Stein	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

Transmedics Group, Inc.,		Meeting Date		Meeting Status	
Ticker	Security ID:	05/25/2023		Voted	
TMDX	CUSIP 89377M109	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt

1	Elect Waleed Hassanein, M.D.	Mgmt	For	For	For
2	Elect James R. Tobin	Mgmt	For	Against	Against
3	Elect Edward M. Basile	Mgmt	For	Against	Against
4	Elect Thomas J. Gunderson	Mgmt	For	For	For
5	Elect Edwin M. Kania, Jr.	Mgmt	For	For	For
6	Elect Stephanie Lovell	Mgmt	For	For	For
7	Elect Merilee Raines	Mgmt	For	For	For
8	Elect David Weill, M.D.	Mgmt	For	For	For
9	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
10	Amendment to the 2019 Stock Incentive Plan	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against

Tri Pointe Homes, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
TPH	CUSIP 87265H109	04/19/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Douglas F. Bauer	Mgmt	For	For	For
2	Elect Lawrence B. Burrows	Mgmt	For	For	For
3	Elect Steven J. Gilbert	Mgmt	For	Against	Against
4	Elect R. Kent Grahl	Mgmt	For	For	For
5	Elect Vicki D. McWilliams	Mgmt	For	For	For
6	Elect Constance B. Moore	Mgmt	For	For	For
7	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

8	Ratification of Auditor	Mgmt	For	For	For
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Trimble Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	06/01/2023		Voted	
TRMB	CUSIP 896239100				
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect James C. Dalton	Mgmt	For	Withhold	Against
1.2	Elect Borje Ekholm	Mgmt	For	Withhold	Against
1.3	Elect Ann Fandozzi	Mgmt	For	For	For
1.4	Elect Kaigham Gabriel	Mgmt	For	For	For
1.5	Elect Meaghan Lloyd	Mgmt	For	Withhold	Against
1.6	Elect Sandra MacQuillan	Mgmt	For	Withhold	Against
1.7	Elect Robert G. Painter	Mgmt	For	For	For
1.8	Elect Mark S. Peek	Mgmt	For	Withhold	Against
1.9	Elect Thomas W. Sweet	Mgmt	For	For	For
1.10	Elect Johan Wibergh	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	For	For
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Ratification of Auditor	Mgmt	For	Against	Against

Trip.com Group Limited		Meeting Date		Meeting Status	
Ticker	Security ID:	06/30/2023		Voted	
TCOM	CUSIP 89677Q107				
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Amended and Restated Articles of Association	Mgmt	For	For	For

Truist Financial Corporation		Meeting Date		Meeting Status	
Ticker	Security ID:	04/25/2023		Voted	
TFC	CUSIP 89832Q109				
Meeting Type		Country of Trade			
Annual		United States			

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Jennifer S. Banner	Mgmt	For	For	For
2	Elect K. David Boyer, Jr.	Mgmt	For	For	For
3	Elect Agnes Bundy Scanlan	Mgmt	For	Against	Against
4	Elect Anna R. Cablik	Mgmt	For	For	For
5	Elect Dallas S. Clement	Mgmt	For	Against	Against
6	Elect Paul D. Donahue	Mgmt	For	For	For
7	Elect Patrick C. Graney III	Mgmt	For	For	For
8	Elect Linnie M. Haynesworth	Mgmt	For	For	For
9	Elect Kelly S. King	Mgmt	For	For	For
10	Elect Easter A. Maynard	Mgmt	For	For	For
11	Elect Donna S. Morea	Mgmt	For	For	For
12	Elect Charles A. Patton	Mgmt	For	For	For
13	Elect Nido R. Qubein	Mgmt	For	For	For
14	Elect David M. Ratcliffe	Mgmt	For	For	For
15	Elect William H. Rogers, Jr.	Mgmt	For	For	For
16	Elect Frank P. Scruggs, Jr.	Mgmt	For	For	For
17	Elect Christine Sears	Mgmt	For	For	For
18	Elect Thomas E. Skains	Mgmt	For	For	For
19	Elect Bruce L. Tanner	Mgmt	For	For	For
20	Elect Thomas N. Thompson	Mgmt	For	For	For
21	Elect Steven C. Voorhees	Mgmt	For	For	For
22	Ratification of Auditor	Mgmt	For	Against	Against
23	Advisory Vote on Executive	Mgmt	For	For	For

	Compensation				
24	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
25	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against

Twilio Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
TWLO	CUSIP 90138F102	06/13/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Charles Bell	Mgmt	For	For	For
1.2	Elect Jeffrey R. Immelt	Mgmt	For	For	For
1.3	Elect Erika Rottenberg	Mgmt	For	Withhold	Against
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

Tyson Foods, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
TSN	CUSIP 902494103	02/09/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect John H. Tyson	Mgmt	For	Against	Against
2	Elect Les R. Baledge	Mgmt	For	Against	Against
3	Elect Mike D. Beebe	Mgmt	For	Against	Against
4	Elect Maria Claudia Borras	Mgmt	For	For	For
5	Elect David J. Bronczek	Mgmt	For	Against	Against
6	Elect Mikel A. Durham	Mgmt	For	Against	Against
7	Elect Donnie King	Mgmt	For	For	For
8	Elect Jonathan D. Mariner	Mgmt	For	For	For
9	Elect Kevin M. McNamara	Mgmt	For	For	For
10	Elect Cheryl S. Miller	Mgmt	For	For	For

11	Elect Jeffrey K. Schomburger	Mgmt	For	For	For
12	Elect Barbara A. Tyson	Mgmt	For	For	For
13	Elect Noel White	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	For	For
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	3 Years	1 Year	Against
17	Amendment to the 2000 Stock Incentive Plan	Mgmt	For	For	For
18	Shareholder Proposal Regarding Policy on Use of Antibiotics in the Supply Chain	ShrHoldr	Against	For	Against

U.S. Bancorp

Ticker Security ID:
USB CUSIP 902973304

Meeting Date
04/18/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Warner L. Baxter	Mgmt	For	Against	Against
2	Elect Dorothy J. Bridges	Mgmt	For	For	For
3	Elect Elizabeth L. Buse	Mgmt	For	For	For
4	Elect Andrew Cecere	Mgmt	For	For	For
5	Elect Alan B. Colberg	Mgmt	For	For	For
6	Elect Kimberly N. Ellison-Taylor	Mgmt	For	For	For
7	Elect Kimberly J. Harris	Mgmt	For	Against	Against
8	Elect Roland A. Hernandez	Mgmt	For	For	For
9	Elect Richard P.	Mgmt	For	For	For

	McKenney				
10	Elect Yusuf I. Mehdi	Mgmt	For	For	For
11	Elect Loretta E. Reynolds	Mgmt	For	For	For
12	Elect John P. Wiehoff	Mgmt	For	For	For
13	Elect Scott W. Wine	Mgmt	For	For	For
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Ratification of Auditor	Mgmt	For	Against	Against

Uber Technologies, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
UBER	CUSIP 90353T100	05/08/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Ronald D. Sugar	Mgmt	For	Against	Against
2	Elect Revathi Advaithi	Mgmt	For	For	For
3	Elect Ursula M. Burns	Mgmt	For	Against	Against
4	Elect Robert A. Eckert	Mgmt	For	For	For
5	Elect Amanda Ginsberg	Mgmt	For	For	For
6	Elect Dara Khosrowshahi	Mgmt	For	Against	Against
7	Elect Wan Ling Martello	Mgmt	For	For	For
8	Elect John A. Thain	Mgmt	For	For	For
9	Elect David Trujillo	Mgmt	For	For	For
10	Elect Alexander R. Wynaendts	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Shareholder Proposal Regarding Third-Party Audit on Driver Health and Safety	ShrHoldr	Against	For	Against

UGI Corporation						
Ticker	Security ID:		Meeting Date		Meeting Status	
UGI	CUSIP 902681105		01/27/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Frank S. Hermance	Mgmt	For		For	For
2	Elect M. Shawn Bort	Mgmt	For		For	For
3	Elect Theodore A. Dosch	Mgmt	For		For	For
4	Elect Alan N. Harris	Mgmt	For		For	For
5	Elect Mario Longhi	Mgmt	For		For	For
6	Elect William J. Marrazzo	Mgmt	For		For	For
7	Elect Cindy J. Miller	Mgmt	For		For	For
8	Elect Roger Perreault	Mgmt	For		For	For
9	Elect Kelly A. Romano	Mgmt	For		For	For
10	Elect James B. Stallings, Jr.	Mgmt	For		For	For
11	Advisory Vote on Executive Compensation	Mgmt	For		For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year		1 Year	For
13	Ratification of Auditor	Mgmt	For		For	For
UiPath Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
PATH	CUSIP 90364P105		06/15/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Daniel Dines	Mgmt	For		For	For
2	Elect Philippe Botteri	Mgmt	For		Withhold	Against
3	Elect Michael Gordon	Mgmt	For		Withhold	Against
4	Elect Daniel D. Springer	Mgmt	For		For	For
5	Elect Laela Sturdy	Mgmt	For		Withhold	Against
6	Elect Karenann Terrell	Mgmt	For		For	For

7	Elect Richard P. Wong	Mgmt	For	Withhold	Against
8	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
9	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
10	Ratification of Auditor	Mgmt	For	For	For

Unilever plc

Ticker	Security ID:	Meeting Date		Meeting Status	
ULVR	CUSIP 904767704	05/03/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Accounts and Reports	Mgmt	For	For	For
2	Remuneration Report	Mgmt	For	Against	Against
3	Elect Nils Andersen	Mgmt	For	For	For
4	Elect Judith Hartmann	Mgmt	For	For	For
5	Elect Adrian Hennah	Mgmt	For	For	For
6	Elect Alan Jope	Mgmt	For	For	For
7	Elect Andrea Jung	Mgmt	For	For	For
8	Elect Susan Kilsby	Mgmt	For	For	For
9	Elect Ruby Lu	Mgmt	For	For	For
10	Elect Strive T. Masiyiwa	Mgmt	For	For	For
11	Elect Youngme E. Moon	Mgmt	For	For	For
12	Elect Graeme D. Pitkethly	Mgmt	For	For	For
13	Elect Feike Sijbesma	Mgmt	For	For	For
14	Elect Nelson Peltz	Mgmt	For	For	For
15	Elect Hein Schumacher	Mgmt	For	For	For
16	Appointment of Auditor	Mgmt	For	For	For
17	Authority to Set Auditor's Fees	Mgmt	For	For	For
18	Authorisation of Political Donations	Mgmt	For	For	For
19	Authority to Issue Shares w/ Preemptive	Mgmt	For	For	For

	Rights				
20	Authority to Issue Shares w/o Preemptive Rights	Mgmt	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Mgmt	For	For	For
22	Authority to Repurchase Shares	Mgmt	For	For	For
23	Authority to Set General Meeting Notice Period at 14 Days	Mgmt	For	For	For
<hr/>					
Union Pacific Corporation		Meeting Date		Meeting Status	
Ticker	Security ID:	05/18/2023		Voted	
UNP	CUSIP 907818108	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect William J. DeLaney	Mgmt	For	For	For
2	Elect David B. Dillon	Mgmt	For	Against	Against
3	Elect Sheri H. Edison	Mgmt	For	For	For
4	Elect Teresa M. Finley	Mgmt	For	For	For
5	Elect Lance M. Fritz	Mgmt	For	For	For
6	Elect Deborah C. Hopkins	Mgmt	For	For	For
7	Elect Jane H. Lute	Mgmt	For	For	For
8	Elect Michael R. McCarthy	Mgmt	For	For	For
9	Elect Jose H. Villarreal	Mgmt	For	For	For
10	Elect Christopher J. Williams	Mgmt	For	For	For

11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For
15	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	ShrHoldr	Against	For	Against
16	Shareholder Proposal Regarding Paid Sick Leave	ShrHoldr	Against	For	Against

United Airlines Holdings, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
UAL	CUSIP 910047109	05/24/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Carolyn Corvi	Mgmt	For	For	For
2	Elect Matthew Friend	Mgmt	For	For	For
3	Elect Barnaby "Barney" M. Harford	Mgmt	For	For	For
4	Elect Michele J. Hooper	Mgmt	For	Against	Against
5	Elect Walter Isaacson	Mgmt	For	Against	Against
6	Elect James A.C. Kennedy	Mgmt	For	For	For
7	Elect J. Scott Kirby	Mgmt	For	For	For
8	Elect Edward M. Philip	Mgmt	For	Against	Against
9	Elect Edward L. Shapiro	Mgmt	For	Against	Against
10	Elect Laysha Ward	Mgmt	For	Against	Against
11	Elect James M. Whitehurst	Mgmt	For	Against	Against

12	Ratification of Auditor	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Amendment to the 2021 Incentive Compensation Plan	Mgmt	For	For	For
16	Amendment to the Director Equity Incentive Plan	Mgmt	For	For	For

United Parcel Service, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
UPS	CUSIP 911312106	05/04/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Carol B. Tome	Mgmt	For	For	For
2	Elect Rodney C. Adkins	Mgmt	For	For	For
3	Elect Eva C. Boratto	Mgmt	For	For	For
4	Elect Michael J. Burns	Mgmt	For	For	For
5	Elect Wayne M. Hewett	Mgmt	For	For	For
6	Elect Angela Hwang	Mgmt	For	For	For
7	Elect Kate E. Johnson	Mgmt	For	For	For
8	Elect William R. Johnson	Mgmt	For	Against	Against
9	Elect Franck J. Moison	Mgmt	For	For	For
10	Elect Christiana Smith Shi	Mgmt	For	For	For
11	Elect Russell Stokes	Mgmt	For	For	For
12	Elect Kevin M. Warsh	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Frequency of Advisory Vote on Executive	Mgmt	1 Year	1 Year	For

	Compensation				
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Shareholder Proposal Regarding Recapitalization	ShrHoldr	Against	For	Against
17	Shareholder Proposal Regarding Report on Science-Based GHG Targets and Alignment with Paris Agreement	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Report on Linking Executive Pay to GHG Emissions Reduction Targets	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Just Transition Reporting	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Report On Risks From State Policies Restricting Reproductive Health Care	ShrHoldr	Against	For	Against
21	Shareholder Proposal Regarding Civil Rights Audit	ShrHoldr	Against	Against	For
22	Shareholder Proposal Regarding Diversity and Inclusion Report	ShrHoldr	Against	For	Against

United States Steel Corporation

Ticker Security ID:
X CUSIP 912909108

Meeting Type

Annual

Issue No. Description

Meeting Date
04/25/2023

Country of Trade
United States

Proponent Mgmt Rec

Meeting Status
Voted

Vote Cast For/Against

					Mgmt
1	Elect Tracy A. Atkinson	Mgmt	For	For	For
2	Elect Andrea J. Ayers	Mgmt	For	For	For
3	Elect David B. Burritt	Mgmt	For	For	For
4	Elect Alicia J. Davis	Mgmt	For	For	For
5	Elect Terry L. Dunlap	Mgmt	For	For	For
6	Elect John J. Engel	Mgmt	For	For	For
7	Elect John V. Faraci	Mgmt	For	For	For
8	Elect Murry S. Gerber	Mgmt	For	For	For
9	Elect Jeh C. Johnson	Mgmt	For	For	For
10	Elect Paul A. Mascarenas	Mgmt	For	For	For
11	Elect Michael H. McGarry	Mgmt	For	For	For
12	Elect David S. Sutherland	Mgmt	For	Against	Against
13	Elect Patricia A. Tracey	Mgmt	For	For	For
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Ratification of Auditor	Mgmt	For	Against	Against

UnitedHealth Group Incorporated		Meeting Date		Meeting Status	
Ticker	Security ID:	06/05/2023		Voted	
UNH	CUSIP 91324P102	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Timothy P. Flynn	Mgmt	For	For	For
2	Elect Paul R. Garcia	Mgmt	For	For	For
3	Elect Kristen Gil	Mgmt	For	For	For
4	Elect Stephen J. Hemsley	Mgmt	For	Against	Against
5	Elect Michele J. Hooper	Mgmt	For	For	For
6	Elect F. William	Mgmt	For	For	For

	McNabb, III				
7	Elect Valerie C. Montgomery Rice	Mgmt	For	For	For
8	Elect John H. Noseworthy	Mgmt	For	For	For
9	Elect Andrew Witty	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Shareholder Proposal Regarding Racial Equity Audit	ShrHoldr	Against	For	Against
14	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	For	Against
15	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	For	Against

Universal Health Services, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
UHS	CUSIP 913903100	05/17/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Nina Chen-Langenmayr	Mgmt	For	For	For
2	Advisory Vote on	Mgmt	For	Against	Against

	Executive Compensation				
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	3 Years	1 Year	Against
4	Ratification of Auditor	Mgmt	For	For	For

Unum Group		Meeting Date		Meeting Status	
Ticker	Security ID:	05/25/2023		Voted	
UNM	CUSIP 91529Y106	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Theodore H. Bunting, Jr.	Mgmt	For	For	For
2	Elect Susan L. Cross	Mgmt	For	For	For
3	Elect Susan D. DeVore	Mgmt	For	For	For
4	Elect Joseph J. Echevarria	Mgmt	For	For	For
5	Elect Cynthia L. Egan	Mgmt	For	For	For
6	Elect Kevin T. Kabat	Mgmt	For	Against	Against
7	Elect Timothy F. Keaney	Mgmt	For	For	For
8	Elect Gale V. King	Mgmt	For	For	For
9	Elect Gloria C. Larson	Mgmt	For	Against	Against
10	Elect Richard P. McKenney	Mgmt	For	For	For
11	Elect Ronald P. O'Hanley	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	Against	Against

Ticker	Security ID:	Meeting Date		Meeting Status	
MTN	CUSIP 91879Q109	12/07/2022		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Susan L. Decker	Mgmt	For	For	For
2	Elect Robert A. Katz	Mgmt	For	For	For
3	Elect Kirsten A. Lynch	Mgmt	For	For	For
4	Elect Nadia Rawlinson	Mgmt	For	For	For
5	Elect John T. Redmond	Mgmt	For	For	For
6	Elect Michele Romanow	Mgmt	For	For	For
7	Elect Hilary A. Schneider	Mgmt	For	For	For
8	Elect D. Bruce Sewell	Mgmt	For	For	For
9	Elect John F. Sorte	Mgmt	For	For	For
10	Elect Peter A. Vaughn	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Valero Energy Corporation						
Ticker		Security ID:		Meeting Date		Meeting Status
VLO		CUSIP 91913Y100		05/09/2023		Voted
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description		Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Fred M. Diaz		Mgmt	For	For	For
2	Elect H. Paulett Eberhart		Mgmt	For	Against	Against
3	Elect Marie A. Ffolkes		Mgmt	For	For	For
4	Elect Joseph W. Gorder		Mgmt	For	For	For
5	Elect Kimberly S. Greene		Mgmt	For	For	For
6	Elect Deborah P. Majoras		Mgmt	For	For	For
7	Elect Eric D. Mullins		Mgmt	For	For	For
8	Elect Donald L. Nickles		Mgmt	For	For	For
9	Elect Robert A. Profusek		Mgmt	For	For	For

10	Elect Randall J. Weisenburger	Mgmt	For	For	For
11	Elect Rayford Wilkins Jr.	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Shareholder Proposal Regarding Report on Climate Transition Plan and GHG Targets	ShrHoldr	Against	For	Against
16	Shareholder Proposal Regarding a Racial Equity Audit	ShrHoldr	Against	For	Against

Varonis Systems, Inc.

Ticker Security ID:
VRNS CUSIP 922280102

Meeting Date
06/05/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1.1	Elect Yakov Faitelson	Mgmt	For	For	For
1.2	Elect Thomas F. Mendoza	Mgmt	For	For	For
1.3	Elect Avrohom J. Kess	Mgmt	For	For	For
1.4	Elect Ohad Korkus	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Ratification of Auditor	Mgmt	For	For	For
4	Approval of the Omnibus Equity Incentive Plan	Mgmt	For	For	For

Verizon Communications Inc.

Ticker Security ID:
VZ CUSIP 92343V104

Meeting Date
05/11/2023

Meeting Status
Voted

Meeting Type
Annual

Country of Trade
United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Shellye L. Archambeau	Mgmt	For	For	For
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2	Elect Roxanne S. Austin	Mgmt	For	For	For
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3	Elect Mark T. Bertolini	Mgmt	For	For	For
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4	Elect Vittorio Colao	Mgmt	For	For	For
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5	Elect Melanie L. Healey	Mgmt	For	For	For
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6	Elect Laxman Narasimhan	Mgmt	For	For	For
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7	Elect Clarence Otis, Jr.	Mgmt	For	For	For
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8	Elect Daniel H. Schulman	Mgmt	For	For	For
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9	Elect Rodney E. Slater	Mgmt	For	For	For
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10	Elect Carol B. Tome	Mgmt	For	For	For
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11	Elect Hans E. Vestberg	Mgmt	For	For	For
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12	Elect Gregory G. Weaver	Mgmt	For	For	For
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13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
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14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
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15	Ratification of Auditor	Mgmt	For	Against	Against
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16	Shareholder Proposal Regarding Report on Government Takedown Requests	ShrHoldr	Against	Against	For
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17	Shareholder Proposal Regarding a Policy to Prohibit Political and Electioneering Expenditures	ShrHoldr	Against	For	Against
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18	Shareholder Proposal Regarding Amendment to Clawback Policy	ShrHoldr	Against	For	Against
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19	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For

Vertex Pharmaceuticals Incorporated

Ticker	Security ID:	Meeting Date		Meeting Status	
VRTX	CUSIP 92532F100	05/17/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Sangeeta N. Bhatia	Mgmt	For	For	For
2	Elect Lloyd A. Carney	Mgmt	For	For	For
3	Elect Alan M. Garber	Mgmt	For	For	For
4	Elect Terrence C. Kearney	Mgmt	For	For	For
5	Elect Reshma Kewalramani	Mgmt	For	For	For
6	Elect Jeffrey M. Leiden	Mgmt	For	Against	Against
7	Elect Diana L. McKenzie	Mgmt	For	For	For
8	Elect Bruce I. Sachs	Mgmt	For	For	For
9	Elect Suketu Upadhyay	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Vertex, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
VERX	CUSIP 92538J106	06/13/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against

					Mgmt
1.1	Elect Eric C. Andersen	Mgmt	For	Withhold	Against
1.2	Elect David DeStefano	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For

Viatrix Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
VTRS	CUSIP 92556V106	12/09/2022	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect W. Don Cornwell	Mgmt	For	For	For
2	Elect Harry A. Korman	Mgmt	For	Against	Against
3	Elect Rajiv Malik	Mgmt	For	For	For
4	Elect Richard A. Mark	Mgmt	For	For	For
5	Advisory Vote on Executive Compensation	Mgmt	For	For	For
6	Ratification of Auditor	Mgmt	For	Against	Against
7	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against

VICI Properties Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
VICI	CUSIP 925652109	04/27/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect James R. Abrahamson	Mgmt	For	Against	Against
2	Elect Diana F. Cantor	Mgmt	For	Against	Against
3	Elect Monica H. Douglas	Mgmt	For	For	For
4	Elect Elizabeth I. Holland	Mgmt	For	Against	Against
5	Elect Craig Macnab	Mgmt	For	For	For
6	Elect Edward B. Pitoniak	Mgmt	For	For	For
7	Elect Michael D.	Mgmt	For	Against	Against

Rumbolz

8	Ratification of Auditor	Mgmt	For	For	For
9	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

Visa Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:	01/24/2023		Voted	
V	CUSIP 92826C839	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Lloyd A. Carney	Mgmt	For	Against	Against
2	Elect Kermit R. Crawford	Mgmt	For	For	For
3	Elect Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
4	Elect Alfred F. Kelly, Jr.	Mgmt	For	For	For
5	Elect Ramon L. Laguarta	Mgmt	For	For	For
6	Elect Teri L. List	Mgmt	For	For	For
7	Elect John F. Lundgren	Mgmt	For	For	For
8	Elect Denise M. Morrison	Mgmt	For	For	For
9	Elect Linda Rendle	Mgmt	For	For	For
10	Elect Maynard G. Webb	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Ratification of Auditor	Mgmt	For	For	For
14	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For

Vishay Intertechnology, Inc.		Meeting Date		Meeting Status	
Ticker	Security ID:				

VSH	CUSIP 928298108	05/23/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Joel Smejkal	Mgmt	For	For	For
1.2	Elect Michael J. Cody	Mgmt	For	Withhold	Against
1.3	Elect Abraham Ludomirski	Mgmt	For	Withhold	Against
1.4	Elect Raanan Zilberman	Mgmt	For	Withhold	Against
2	Ratification of Auditor	Mgmt	For	Against	Against
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
4	Approval of the 2023 Long-Term Incentive Plan	Mgmt	For	For	For
5	Amendment to Articles to Limit the Liability of Certain Officers	Mgmt	For	Against	Against

Vistra Corp.					
Ticker	Security ID:	Meeting Date	Meeting Status		
VST	CUSIP 92840M102	05/02/2023	Voted		
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Scott B. Helm	Mgmt	For	Against	Against
2	Elect Hilary E. Ackermann	Mgmt	For	For	For
3	Elect Arcilia C. Acosta	Mgmt	For	For	For
4	Elect Gavin R. Baiera	Mgmt	For	For	For
5	Elect Paul M. Barbas	Mgmt	For	For	For
6	Elect James A. Burke	Mgmt	For	For	For
7	Elect Lisa Crutchfield	Mgmt	For	For	For
8	Elect Brian K. Ferraioli	Mgmt	For	For	For
9	Elect Jeff D. Hunter	Mgmt	For	For	For
10	Elect Julie Lagacy	Mgmt	For	For	For
11	Elect John R. Sult	Mgmt	For	For	For

12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Ratification of Auditor	Mgmt	For	Against	Against

Voya Financial, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
VOYA	CUSIP 929089100	05/25/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Lynne Biggar	Mgmt	For	For	For
2	Elect Stephen B. Bowman	Mgmt	For	For	For
3	Elect Yvette S. Butler	Mgmt	For	For	For
4	Elect Jane P. Chwick	Mgmt	For	For	For
5	Elect Kathleen Traynor DeRose	Mgmt	For	For	For
6	Elect Hikmet Ersek	Mgmt	For	For	For
7	Elect Ruth Ann M. Gillis	Mgmt	For	For	For
8	Elect Heather Lavallee	Mgmt	For	For	For
9	Elect Aylwin B. Lewis	Mgmt	For	For	For
10	Elect Rodney O. Martin, Jr.	Mgmt	For	Against	Against
11	Elect Joseph V. Tripodi	Mgmt	For	For	For
12	Elect David K. Zwiener	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Ratification of Auditor	Mgmt	For	Against	Against

W.W. Grainger, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
GWG	CUSIP 384802104	04/26/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Rodney C. Adkins	Mgmt	For	For	For

2	Elect V. Ann Hailey	Mgmt	For	Against	Against
3	Elect Katherine D. Jaspon	Mgmt	For	For	For
4	Elect Stuart L. Levenick	Mgmt	For	For	For
5	Elect D. G. Macpherson	Mgmt	For	For	For
6	Elect Neil S. Novich	Mgmt	For	For	For
7	Elect Beatriz R. Perez	Mgmt	For	Against	Against
8	Elect E. Scott Santi	Mgmt	For	For	For
9	Elect Susan Slavik Williams	Mgmt	For	For	For
10	Elect Lucas E. Watson	Mgmt	For	For	For
11	Elect Steven A. White	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Walgreens Boots Alliance, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
WBA	CUSIP 931427108	01/26/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Janice M. Babiak	Mgmt	For	For	For
2	Elect Inderpal S. Bhandari	Mgmt	For	For	For
3	Elect Rosalind G. Brewer	Mgmt	For	For	For
4	Elect Ginger L. Graham	Mgmt	For	For	For
5	Elect Bryan C. Hanson	Mgmt	For	For	For
6	Elect Valerie B. Jarrett	Mgmt	For	For	For
7	Elect John A. Lederer	Mgmt	For	For	For
8	Elect Dominic P. Murphy	Mgmt	For	For	For
9	Elect Stefano Pessina	Mgmt	For	For	For
10	Elect Nancy M.	Mgmt	For	For	For

Schlichting

11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Shareholder Proposal Regarding External Public Health Costs Created by the Sale of Tobacco Products	ShrHoldr	Against	For	Against
14	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against

Walmart Inc.

Ticker Security ID:
WMT CUSIP 931142103

Meeting Date
05/31/2023
Country of Trade
United States

Meeting Status
Voted

Meeting Type

Annual

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Cesar Conde	Mgmt	For	For	For
2	Elect Timothy P. Flynn	Mgmt	For	For	For
3	Elect Sarah J. Friar	Mgmt	For	For	For
4	Elect Carla A. Harris	Mgmt	For	Against	Against
5	Elect Thomas W. Horton	Mgmt	For	Against	Against
6	Elect Marissa A. Mayer	Mgmt	For	For	For
7	Elect C. Douglas McMillon	Mgmt	For	For	For
8	Elect Gregory B. Penner	Mgmt	For	Against	Against
9	Elect Randall L. Stephenson	Mgmt	For	Against	Against
10	Elect S. Robson Walton	Mgmt	For	For	For
11	Elect Steuart L. Walton	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

14	Ratification of Auditor Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation	Mgmt	For	Against	Against
15		ShrHoldr	Against	For	Against
16	Shareholder Proposal Regarding Human Rights Due Diligence Process Report	ShrHoldr	Against	For	Against
17	Shareholder Proposal Regarding Racial Equity Audit	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Racial and Gender Layoff Diversity Report	ShrHoldr	Against	Against	For
19	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	ShrHoldr	Against	For	Against
21	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For
22	Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety and Violence	ShrHoldr	Against	For	Against

Warner Bros. Discovery, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
WBD	CUSIP 934423104	05/08/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Li Haslett Chen	Mgmt	For	Withhold	Against
1.2	Elect Kenneth W. Lowe	Mgmt	For	Withhold	Against
1.3	Elect Paula A. Price	Mgmt	For	Withhold	Against
1.4	Elect David M. Zaslav	Mgmt	For	Withhold	Against
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
4	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
5	Shareholder Proposal Regarding Simple Majority Vote	ShrHoldr	Against	For	Against
6	Shareholder Proposal Regarding Political Contributions and Expenditures Report	ShrHoldr	Against	For	Against

Warrior Met Coal, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
HCC	CUSIP 93627C101	04/25/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Ana B. Amicarella	Mgmt	For	For	For
2	Elect J. Brett Harvey	Mgmt	For	Against	Against
3	Elect Walter J. Scheller, III	Mgmt	For	For	For
4	Elect Lisa M. Schnorr	Mgmt	For	Against	Against
5	Elect Alan H.	Mgmt	For	For	For

	Schumacher				
6	Elect Stephen D. Williams	Mgmt	For	For	For
7	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
8	Ratification of Auditor	Mgmt	For	For	For

Waters Corporation

Ticker	Security ID:	Meeting Date		Meeting Status	
WAT	CUSIP 941848103	05/23/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Flemming Ornskov	Mgmt	For	Against	Against
2	Elect Linda Baddour	Mgmt	For	For	For
3	Elect Udit Batra	Mgmt	For	For	For
4	Elect Daniel Brennan	Mgmt	For	For	For
5	Elect Richard H. Fearon	Mgmt	For	For	For
6	Elect Pearl S. Huang	Mgmt	For	Against	Against
7	Elect Wei Jiang	Mgmt	For	For	For
8	Elect Christopher A. Kuebler	Mgmt	For	For	For
9	Elect Mark P. Vergnano	Mgmt	For	Against	Against
10	Ratification of Auditor	Mgmt	For	Against	Against
11	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Weatherford International plc

Ticker	Security ID:	Meeting Date		Meeting Status	
WFRD	CUSIP G48833118	06/15/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Benjamin C.	Mgmt	For	For	For

	Duster, IV				
2	Elect Neal P. Goldman	Mgmt	For	Against	Against
3	Elect Jacqueline C. Mutschler	Mgmt	For	For	For
4	Elect Girishchandra K. Saligram	Mgmt	For	For	For
5	Elect Charles M. Sledge	Mgmt	For	For	For
6	Appointment of Auditor and Authority to Set Fees	Mgmt	For	For	For
7	Advisory Vote on Executive Compensation	Mgmt	For	For	For

Wells Fargo & Company		Meeting Date		Meeting Status	
Ticker	Security ID:	04/25/2023		Voted	
WFC	CUSIP 949746101	Country of Trade			
Meeting Type		United States			
Annual					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Steven D. Black	Mgmt	For	Against	Against
2	Elect Mark A. Chancy	Mgmt	For	For	For
3	Elect Celeste A. Clark	Mgmt	For	For	For
4	Elect Theodore F. Craver, Jr.	Mgmt	For	For	For
5	Elect Richard K. Davis	Mgmt	For	For	For
6	Elect Wayne M. Hewett	Mgmt	For	Against	Against
7	Elect CeCelia Morken	Mgmt	For	For	For
8	Elect Maria R. Morris	Mgmt	For	For	For
9	Elect Felicia F. Norwood	Mgmt	For	For	For
10	Elect Richard B. Payne, Jr.	Mgmt	For	For	For
11	Elect Ronald L. Sargent	Mgmt	For	For	For
12	Elect Charles W. Scharf	Mgmt	For	For	For
13	Elect Suzanne M. Vautrinot	Mgmt	For	For	For

14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16 17	Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote	Mgmt ShrHoldr	For Against	Against Against	Against For
18	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	ShrHoldr	Against	For	Against
20	Shareholder Proposal Regarding Transition Plan Report for Financing Activities	ShrHoldr	Against	For	Against
21	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	ShrHoldr	Against	For	Against
22	Shareholder Proposal Regarding Report on Harassment and Discrimination	ShrHoldr	Against	For	Against
23	Shareholder Proposal Regarding Policy on Freedom of Association	ShrHoldr	Against	For	Against

Wesco International, Inc.					
Ticker	Security ID:	Meeting Date		Meeting Status	
WCC	CUSIP 95082P105	05/25/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect John J. Engel	Mgmt	For	For	For
1.2	Elect Anne M. Cooney	Mgmt	For	Withhold	Against
1.3	Elect Matthew J. Espe	Mgmt	For	For	For
1.4	Elect Bobby J. Griffin	Mgmt	For	Withhold	Against
1.5	Elect Sundaram Nagarajan	Mgmt	For	For	For
1.6	Elect Steven A. Raymund	Mgmt	For	For	For
1.7	Elect James L. Singleton	Mgmt	For	Withhold	Against
1.8	Elect Easwaran Sundaram	Mgmt	For	Withhold	Against
1.9	Elect Laura K. Thompson	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Ratification of Auditor	Mgmt	For	Against	Against
Westinghouse Air Brake Technologies Corporation					
Ticker	Security ID:	Meeting Date		Meeting Status	
WAB	CUSIP 929740108	05/17/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Rafael Santana	Mgmt	For	For	For
2	Elect Lee C. Banks	Mgmt	For	For	For
3	Elect Byron S. Foster	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
5	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

6	Ratification of Auditor	Mgmt	For	Against	Against
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Westrock Company

Ticker	Security ID:	Meeting Date	Meeting Status
WRK	CUSIP 96145D105	01/27/2023	Voted

Meeting Type	Country of Trade
Annual	United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Colleen F. Arnold	Mgmt	For	For	For
2	Elect Timothy J. Bernlohr	Mgmt	For	For	For

3	Elect J. Powell Brown	Mgmt	For	For	For
4	Elect Terrell K. Crews	Mgmt	For	For	For
5	Elect Russell M. Currey	Mgmt	For	For	For
6	Elect Suzan F. Harrison	Mgmt	For	For	For
7	Elect Gracia C. Martore	Mgmt	For	For	For
8	Elect James E. Nevels	Mgmt	For	For	For
9	Elect E. Jean Savage	Mgmt	For	For	For
10	Elect David B. Sewell	Mgmt	For	For	For
11	Elect Dmitri L. Stockton	Mgmt	For	For	For

12	Elect Alan D. Wilson	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For

14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
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15	Ratification of Auditor	Mgmt	For	Against	Against
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Whirlpool Corporation

Ticker	Security ID:	Meeting Date	Meeting Status
WHR	CUSIP 963320106	04/18/2023	Voted

Meeting Type	Country of Trade
Annual	United States

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
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1	Elect Samuel R. Allen	Mgmt	For	Against	Against
2	Elect Marc R. Bitzer	Mgmt	For	For	For
3	Elect Greg Creed	Mgmt	For	For	For

4	Elect Diane M. Dietz	Mgmt	For	For	For
5	Elect Geraldine Elliott	Mgmt	For	For	For
6	Elect Jennifer A. LaClair	Mgmt	For	For	For
7	Elect John D. Liu	Mgmt	For	For	For
8	Elect James M. Loree	Mgmt	For	For	For
9	Elect Harish Manwani	Mgmt	For	For	For
10	Elect Patricia K. Poppe	Mgmt	For	For	For
11	Elect Larry O. Spencer	Mgmt	For	For	For
12	Elect Michael D. White	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Ratification of Auditor	Mgmt	For	Against	Against
16	Approval of the 2023 Omnibus Stock and Incentive Plan	Mgmt	For	For	For

Workday, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
WDAY	CUSIP 98138H101	06/22/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Christa Davies	Mgmt	For	Against	Against
2	Elect Wayne A.I. Frederick	Mgmt	For	For	For
3	Elect Mark J. Hawkins	Mgmt	For	For	For
4	Elect George J. Still Jr.	Mgmt	For	Against	Against
5	Ratification of Auditor	Mgmt	For	For	For
6	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
7	Shareholder Proposal Regarding Shareholder Approval of Advance	ShrHoldr	Against	For	Against

Notice
Provisions

Wyndham Hotels & Resorts, Inc.						
Ticker	Security ID:		Meeting Date		Meeting Status	
WH	CUSIP 98311A105		05/09/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description	Proponent	Mgmt	Rec	Vote Cast	For/Against Mgmt
1	Elect Stephen P. Holmes	Mgmt	For		Against	Against
2	Elect Geoffrey Ballotti	Mgmt	For		For	For
3	Elect Myra J. Biblowit	Mgmt	For		Against	Against
4	Elect James E. Buckman	Mgmt	For		For	For
5	Elect Bruce B. Churchill	Mgmt	For		For	For
6	Elect Mukul Vinayak Deoras	Mgmt	For		Against	Against
7	Elect Ronald L. Nelson	Mgmt	For		Against	Against
8	Elect Pauline D.E. Richards	Mgmt	For		Against	Against
9	Advisory Vote on Executive Compensation	Mgmt	For		Against	Against
10	Amendment to Provide for Exculpation of Officers	Mgmt	For		Against	Against
11	Ratification of Auditor	Mgmt	For		For	For

Xerox Holdings Corporation						
Ticker	Security ID:		Meeting Date		Meeting Status	
XRX	CUSIP 98421M106		05/25/2023		Voted	
Meeting Type			Country of Trade			
Annual			United States			
Issue No.	Description		Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Steven J. Bandrowczak		Mgmt	For	For	For
2	Elect Philip V. Giordano		Mgmt	For	For	For

3	Elect Scott Letier	Mgmt	For	For	For
4	Elect Jesse A. Lynn	Mgmt	For	Against	Against
5	Elect Nichelle Maynard-Elliott	Mgmt	For	For	For
6	Elect Steven D. Miller	Mgmt	For	For	For
7	Elect James L. Nelson	Mgmt	For	Against	Against
8	Elect Margarita Palau-Hernandez	Mgmt	For	Against	Against
9	Ratification of Auditor	Mgmt	For	Against	Against
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Amendment to the Performance Incentive Plan	Mgmt	For	For	For
13	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	For	Against

Zimmer Biomet Holdings, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
ZBH	CUSIP 98956P102	05/12/2023	Voted
Meeting Type		Country of Trade	
Annual		United States	
Issue No.	Description	Proponent	Mgmt Rec
			Vote Cast
			For/Against Mgmt
1	Elect Christopher B. Begley	Mgmt	For
2	Elect Betsy J. Bernard	Mgmt	For
3	Elect Michael J. Farrell	Mgmt	For
4	Elect Robert A. Hagemann	Mgmt	For
5	Elect Bryan C. Hanson	Mgmt	For
6	Elect Arthur J. Higgins	Mgmt	For

7	Elect Maria Teresa Hilado	Mgmt	For	For	For
8	Elect Syed Jafry	Mgmt	For	For	For
9	Elect Sreelakshmi Kolli	Mgmt	For	For	For
10	Elect Michael W. Michelson	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	Against	Against
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Zions Bancorporation, National Association

Ticker	Security ID:	Meeting Date		Meeting Status	
ZION	CUSIP 989701107	05/05/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Maria Contreras-Sweet	Mgmt	For	For	For
2	Elect Gary L. Crittenden	Mgmt	For	For	For
3	Elect Suren K. Gupta	Mgmt	For	For	For
4	Elect Claire A. Huang	Mgmt	For	For	For
5	Elect Vivian S. Lee	Mgmt	For	For	For
6	Elect Scott J. McLean	Mgmt	For	For	For
7	Elect Edward F. Murphy	Mgmt	For	Against	Against
8	Elect Stephen D. Quinn	Mgmt	For	For	For
9	Elect Harris H. Simmons	Mgmt	For	For	For
10	Elect Aaron B. Skonnard	Mgmt	For	For	For
11	Elect Barbara A. Yastine	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	Against	Against
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

Ticker	Security ID:	Meeting Date		Meeting Status	
ZTS	CUSIP 98978V103	05/18/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1	Elect Paul M. Bisaro	Mgmt	For	For	For
2	Elect Vanessa Broadhurst	Mgmt	For	For	For
3	Elect Frank A. D'Amelio	Mgmt	For	For	For
4	Elect Michael B. McCallister	Mgmt	For	Against	Against
5	Elect Gregory Norden	Mgmt	For	For	For
6	Elect Louise M. Parent	Mgmt	For	For	For
7	Elect Kristin C. Peck	Mgmt	For	For	For
8	Elect Robert W. Scully	Mgmt	For	For	For
9	Advisory Vote on Executive Compensation	Mgmt	For	For	For
10	Ratification of Auditor	Mgmt	For	For	For
11	Amendment Regarding Ownership Threshold for Shareholders to Call a Special Meeting	Mgmt	For	Abstain	Against
12	Shareholder Proposal Regarding Right to Call Special Meeting	ShrHoldr	Against	For	Against

Zscaler, Inc.

Ticker	Security ID:	Meeting Date		Meeting Status	
ZS	CUSIP 98980G102	01/13/2023		Voted	
Meeting Type		Country of Trade			
Annual		United States			
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Against Mgmt
1.1	Elect Andrew Brown	Mgmt	For	For	For
1.2	Elect Scott Darling	Mgmt	For	Withhold	Against
1.3	Elect David Schneider	Mgmt	For	For	For
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive	Mgmt	For	Against	Against

Compensation