

VOTE SUMMARY REPORT

REPORTING PERIOD: 04/01/2022 to 03/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): MAWER USEF

A. O. Smith Corporation

Meeting Date: 04/12/2022 **Country:** USA **Ticker:** AOS
Record Date: 02/15/2022 **Meeting Type:** Annual
Primary Security ID: 831865209

Shares Voted: 563,857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Victoria M. Holt	Mgmt	For	For
1.2	Elect Director Michael M. Larsen	Mgmt	For	For
1.3	Elect Director Idelle K. Wolf	Mgmt	For	For
1.4	Elect Director Gene C. Wulf	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Adobe Inc.

Meeting Date: 04/14/2022 **Country:** USA **Ticker:** ADBE
Record Date: 02/15/2022 **Meeting Type:** Annual
Primary Security ID: 00724F101

Shares Voted: 57,765

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	For	For
1b	Elect Director Brett Biggs	Mgmt	For	For
1c	Elect Director Melanie Boulden	Mgmt	For	For
1d	Elect Director Frank Calderoni	Mgmt	For	For
1e	Elect Director Laura Desmond	Mgmt	For	For
1f	Elect Director Shantanu Narayen	Mgmt	For	For
1g	Elect Director Spencer Neumann	Mgmt	For	For
1h	Elect Director Kathleen Oberg	Mgmt	For	For
1i	Elect Director Dheeraj Pandey	Mgmt	For	For
1j	Elect Director David Ricks	Mgmt	For	For
1k	Elect Director Daniel Rosensweig	Mgmt	For	For
1l	Elect Director John Warnock	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For

Adobe Inc.

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

Carrier Global Corporation

Meeting Date: 04/14/2022 **Country:** USA **Ticker:** CARR
Record Date: 02/22/2022 **Meeting Type:** Annual
Primary Security ID: 14448C104

Shares Voted: 1,055,316

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For
1b	Elect Director David L. Gitlin	Mgmt	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For
1e	Elect Director Michael M. McNamara	Mgmt	For	For
1f	Elect Director Michael A. Todman	Mgmt	For	For
1g	Elect Director Virginia M. Wilson	Mgmt	For	For
1h	Elect Director Beth A. Wozniak	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

The Sherwin-Williams Company

Meeting Date: 04/20/2022 **Country:** USA **Ticker:** SHW
Record Date: 02/22/2022 **Meeting Type:** Annual
Primary Security ID: 824348106

Shares Voted: 302,807

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	For	For
1b	Elect Director Arthur F. Anton	Mgmt	For	For
1c	Elect Director Jeff M. Fettig	Mgmt	For	For
1d	Elect Director Richard J. Kramer	Mgmt	For	For
1e	Elect Director John G. Morikis	Mgmt	For	For
1f	Elect Director Christine A. Poon	Mgmt	For	For
1g	Elect Director Aaron M. Powell	Mgmt	For	For

The Sherwin-Williams Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Marta R. Stewart	Mgmt	For	For
1i	Elect Director Michael H. Thaman	Mgmt	For	For
1j	Elect Director Matthew Thornton, III	Mgmt	For	For
1k	Elect Director Steven H. Wunning	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

American Electric Power Company, Inc.

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** AEP
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 025537101

Shares Voted: 290,238

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	For	For
1.2	Elect Director David J. Anderson	Mgmt	For	For
1.3	Elect Director J. Bernie Beasley, Jr.	Mgmt	For	For
1.4	Elect Director Benjamin G. S. Fowke, III	Mgmt	For	For
1.5	Elect Director Art A. Garcia	Mgmt	For	For
1.6	Elect Director Linda A. Goodspeed	Mgmt	For	For
1.7	Elect Director Sandra Beach Lin	Mgmt	For	For
1.8	Elect Director Margaret M. McCarthy	Mgmt	For	For
1.9	Elect Director Oliver G. Richard, III	Mgmt	For	For
1.10	Elect Director Daryl Roberts	Mgmt	For	For
1.11	Elect Director Sara Martinez Tucker	Mgmt	For	For
1.12	Elect Director Lewis Von Thaeer	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Authorize New Class of Preferred Stock	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Bio-Rad Laboratories, Inc.

Meeting Date: 04/26/2022

Country: USA

Ticker: BIO

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 090572207

Shares Voted: 23,477

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Melinda Litherland	Mgmt	For	For
1.2	Elect Director Arnold A. Pinkston	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For

Charter Communications, Inc.

Meeting Date: 04/26/2022

Country: USA

Ticker: CHTR

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 16119P108

Shares Voted: 58,412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director W. Lance Conn	Mgmt	For	For
1b	Elect Director Kim C. Goodman	Mgmt	For	For
1c	Elect Director Craig A. Jacobson	Mgmt	For	For
1d	Elect Director Gregory B. Maffei	Mgmt	For	For
1e	Elect Director John D. Markley, Jr.	Mgmt	For	For
1f	Elect Director David C. Merritt	Mgmt	For	For
1g	Elect Director James E. Meyer	Mgmt	For	For
1h	Elect Director Steven A. Miron	Mgmt	For	For
1i	Elect Director Balan Nair	Mgmt	For	For
1j	Elect Director Michael A. Newhouse	Mgmt	For	For
1k	Elect Director Mauricio Ramos	Mgmt	For	For
1l	Elect Director Thomas M. Rutledge	Mgmt	For	For
1m	Elect Director Eric L. Zinterhofer	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Report on Lobbying Payments and Policy	SH	Against	Against
4	Require Independent Board Chair	SH	Against	Against
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against
6	Disclose Climate Action Plan and GHG Emissions Reduction Targets	SH	Against	Against

Charter Communications, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Adopt Policy to Annually Disclose EEO-1 Data	SH	Against	Against
8	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Against	Against

Johnson & Johnson

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** JNJ
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 478160104

Shares Voted: 539,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For
1c	Elect Director D. Scott Davis	Mgmt	For	For
1d	Elect Director Ian E. L. Davis	Mgmt	For	For
1e	Elect Director Jennifer A. Doudna	Mgmt	For	For
1f	Elect Director Joaquin Duato	Mgmt	For	For
1g	Elect Director Alex Gorsky	Mgmt	For	For
1h	Elect Director Marillyn A. Hewson	Mgmt	For	For
1i	Elect Director Hubert Joly	Mgmt	For	For
1j	Elect Director Mark B. McClellan	Mgmt	For	For
1k	Elect Director Anne M. Mulcahy	Mgmt	For	For
1l	Elect Director A. Eugene Washington	Mgmt	For	For
1m	Elect Director Mark A. Weinberger	Mgmt	For	For
1n	Elect Director Nadja Y. West	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Adopt a Mandatory Arbitration Bylaw *Withdrawn Resolution*	SH		
6	Report on a Civil Rights, Equity, Diversity and Inclusion Audit	SH	Against	Against
7	Oversee and Report a Racial Equity Audit	SH	Against	Against
8	Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics	SH	Against	Against

Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Report on Public Health Costs of Limited Sharing of Vaccine Technology	SH	Against	Against
10	Discontinue Global Sales of Baby Powder Containing Talc	SH	Against	Against
11	Report on Charitable Contributions	SH	Against	Against
12	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Against	Against
13	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	For
14	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against

Texas Instruments Incorporated

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** TXN
Record Date: 03/02/2022 **Meeting Type:** Annual
Primary Security ID: 882508104

Shares Voted: 156,779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For
1b	Elect Director Todd M. Bluedorn	Mgmt	For	For
1c	Elect Director Janet F. Clark	Mgmt	For	For
1d	Elect Director Carrie S. Cox	Mgmt	For	For
1e	Elect Director Martin S. Craighead	Mgmt	For	For
1f	Elect Director Jean M. Hobby	Mgmt	For	For
1g	Elect Director Michael D. Hsu	Mgmt	For	For
1h	Elect Director Haviv Ilan	Mgmt	For	For
1i	Elect Director Ronald Kirk	Mgmt	For	For
1j	Elect Director Pamela H. Patsley	Mgmt	For	For
1k	Elect Director Robert E. Sanchez	Mgmt	For	For
1l	Elect Director Richard K. Templeton	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

Abbott Laboratories

Meeting Date: 04/29/2022

Country: USA

Ticker: ABT

Record Date: 03/02/2022

Meeting Type: Annual

Primary Security ID: 002824100

Shares Voted: 229,512

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For
1.2	Elect Director Sally E. Blount	Mgmt	For	For
1.3	Elect Director Robert B. Ford	Mgmt	For	For
1.4	Elect Director Paola Gonzalez	Mgmt	For	For
1.5	Elect Director Michelle A. Kumbier	Mgmt	For	For
1.6	Elect Director Darren W. McDew	Mgmt	For	For
1.7	Elect Director Nancy McKinstry	Mgmt	For	For
1.8	Elect Director William A. Osborn	Mgmt	For	For
1.9	Elect Director Michael F. Roman	Mgmt	For	For
1.10	Elect Director Daniel J. Starks	Mgmt	For	For
1.11	Elect Director John G. Stratton	Mgmt	For	For
1.12	Elect Director Glenn F. Tilton	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
5	Require Independent Board Chair	SH	Against	Against
6	Adopt Policy on 10b5-1 Plans	SH	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against
8	Report on Public Health Costs of Antimicrobial Resistance	SH	Against	Against

Baxter International Inc.

Meeting Date: 05/03/2022

Country: USA

Ticker: BAX

Record Date: 03/11/2022

Meeting Type: Annual

Primary Security ID: 071813109

Shares Voted: 273,913

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For
1b	Elect Director Thomas F. Chen	Mgmt	For	For

Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Peter S. Hellman	Mgmt	For	For
1d	Elect Director Michael F. Mahoney	Mgmt	For	For
1e	Elect Director Patricia B. Morrison	Mgmt	For	For
1f	Elect Director Stephen N. Oesterle	Mgmt	For	For
1g	Elect Director Nancy M. Schlichting	Mgmt	For	For
1h	Elect Director Cathy R. Smith	Mgmt	For	For
1i	Elect Director Albert P.L. Stroucken	Mgmt	For	For
1j	Elect Director Amy A. Wendell	Mgmt	For	For
1k	Elect Director David S. Wilkes	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Provide Right to Act by Written Consent	Mgmt	For	For
5	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	Mgmt	For	For
6	Reduce Ownership Threshold for Special Shareholder Meetings to 10%	SH	Against	Against
7	Require Independent Board Chair	SH	Against	Against

BWX Technologies, Inc.

Meeting Date: 05/03/2022 **Country:** USA **Ticker:** BWXT
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 05605H100

Shares Voted: 582,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jan A. Bertsch	Mgmt	For	For
1b	Elect Director Gerhard F. Burbach	Mgmt	For	For
1c	Elect Director Rex D. Geveden	Mgmt	For	For
1d	Elect Director James M. Jaska	Mgmt	For	For
1e	Elect Director Kenneth J. Krieg	Mgmt	For	For
1f	Elect Director Leland D. Melvin	Mgmt	For	For
1g	Elect Director Robert L. Nardelli	Mgmt	For	For
1h	Elect Director Barbara A. Niland	Mgmt	For	For
1i	Elect Director John M. Richardson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

BWX Technologies, Inc.

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

AptarGroup, Inc.

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** ATR
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 038336103

Shares Voted: 422,743

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Giovanna Kampouri Monnas	Mgmt	For	For
1.2	Elect Director Isabel Marey-Semper	Mgmt	For	For
1.3	Elect Director Stephan B. Tanda	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

CME Group Inc.

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** CME
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 12572Q105

Shares Voted: 526,858

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For
1b	Elect Director Timothy S. Bitsberger	Mgmt	For	For
1c	Elect Director Charles P. Carey	Mgmt	For	For
1d	Elect Director Dennis H. Chookaszian	Mgmt	For	For
1e	Elect Director Bryan T. Durkin	Mgmt	For	For
1f	Elect Director Ana Dutra	Mgmt	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	For
1h	Elect Director Larry G. Gerdes	Mgmt	For	For
1i	Elect Director Daniel R. Glickman	Mgmt	For	For
1j	Elect Director Daniel G. Kaye	Mgmt	For	For
1k	Elect Director Phyllis M. Lockett	Mgmt	For	For

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Deborah J. Lucas	Mgmt	For	For
1m	Elect Director Terry L. Savage	Mgmt	For	For
1n	Elect Director Rahael Seifu	Mgmt	For	For
1o	Elect Director William R. Shepard	Mgmt	For	For
1p	Elect Director Howard J. Siegel	Mgmt	For	For
1q	Elect Director Dennis A. Suskind	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For

PepsiCo, Inc.

Meeting Date: 05/04/2022

Country: USA

Ticker: PEP

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 713448108

Shares Voted: 271,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For
1b	Elect Director Shona L. Brown	Mgmt	For	For
1c	Elect Director Cesar Conde	Mgmt	For	For
1d	Elect Director Ian Cook	Mgmt	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For
1f	Elect Director Dina Dublon	Mgmt	For	For
1g	Elect Director Michelle Gass	Mgmt	For	For
1h	Elect Director Ramon L. Laguarta	Mgmt	For	For
1i	Elect Director Dave Lewis	Mgmt	For	For
1j	Elect Director David C. Page	Mgmt	For	For
1k	Elect Director Robert C. Pohlard	Mgmt	For	For
1l	Elect Director Daniel Vasella	Mgmt	For	For
1m	Elect Director Darren Walker	Mgmt	For	For
1n	Elect Director Alberto Weisser	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Require Independent Board Chair	SH	Against	For
5	Report on Global Public Policy and Political Influence	SH	Against	Against
6	Report on Public Health Costs of Food and Beverages Products	SH	Against	Against

S&P Global Inc.

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** SPGI
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 78409V104

Shares Voted: 169,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For
1.2	Elect Director Jacques Esculier	Mgmt	For	For
1.3	Elect Director Gay Huey Evans	Mgmt	For	For
1.4	Elect Director William D. Green	Mgmt	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For
1.7	Elect Director Robert P. Kelly	Mgmt	For	For
1.8	Elect Director Ian Paul Livingston	Mgmt	For	For
1.9	Elect Director Deborah D. McWhinney	Mgmt	For	For
1.10	Elect Director Maria R. Morris	Mgmt	For	For
1.11	Elect Director Douglas L. Peterson	Mgmt	For	For
1.12	Elect Director Edward B. Rust, Jr.	Mgmt	For	For
1.13	Elect Director Richard E. Thornburgh	Mgmt	For	For
1.14	Elect Director Gregory Washington	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

AMETEK, Inc.

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** AME
Record Date: 03/10/2022 **Meeting Type:** Annual
Primary Security ID: 031100100

AMETEK, Inc.

Shares Voted: 719,427

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven W. Kohlhagen	Mgmt	For	For
1b	Elect Director Dean Seavers	Mgmt	For	For
1c	Elect Director David A. Zapico	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Arthur J. Gallagher & Co.

Meeting Date: 05/10/2022

Country: USA

Ticker: AJG

Record Date: 03/16/2022

Meeting Type: Annual

Primary Security ID: 363576109

Shares Voted: 574,441

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sherry S. Barrat	Mgmt	For	For
1b	Elect Director William L. Bax	Mgmt	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For
1d	Elect Director D. John Coldman	Mgmt	For	For
1e	Elect Director J. Patrick Gallagher, Jr.	Mgmt	For	For
1f	Elect Director David S. Johnson	Mgmt	For	For
1g	Elect Director Kay W. McCurdy	Mgmt	For	For
1h	Elect Director Christopher C. Miskel	Mgmt	For	For
1i	Elect Director Ralph J. Nicoletti	Mgmt	For	For
1j	Elect Director Norman L. Rosenthal	Mgmt	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Danaher Corporation

Meeting Date: 05/10/2022

Country: USA

Ticker: DHR

Record Date: 03/11/2022

Meeting Type: Annual

Primary Security ID: 235851102

Danaher Corporation

Shares Voted: 131,034

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For
1b	Elect Director Linda Filler	Mgmt	For	For
1c	Elect Director Teri List	Mgmt	For	For
1d	Elect Director Walter G. Lohr, Jr.	Mgmt	For	For
1e	Elect Director Jessica L. Mega	Mgmt	For	For
1f	Elect Director Mitchell P. Rales	Mgmt	For	For
1g	Elect Director Steven M. Rales	Mgmt	For	For
1h	Elect Director Pardis C. Sabeti	Mgmt	For	For
1i	Elect Director A. Shane Sanders	Mgmt	For	For
1j	Elect Director John T. Schwieters	Mgmt	For	For
1k	Elect Director Alan G. Spoon	Mgmt	For	For
1l	Elect Director Raymond C. Stevens	Mgmt	For	For
1m	Elect Director Elias A. Zerhouni	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

Tradeweb Markets Inc.

Meeting Date: 05/10/2022

Country: USA

Ticker: TW

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 892672106

Shares Voted: 313,756

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven Berns	Mgmt	For	For
1.2	Elect Director William (Billy) Hult	Mgmt	For	For
1.3	Elect Director Lee Olesky	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Adopt a Policy on Board Diversity	SH	Against	Against

SS&C Technologies Holdings, Inc.

Meeting Date: 05/11/2022

Country: USA

Ticker: SSNC

Record Date: 03/16/2022

Meeting Type: Annual

Primary Security ID: 78467J100

Shares Voted: 512,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Smita Conjeevaram	Mgmt	For	For
1.2	Elect Director Michael E. Daniels	Mgmt	For	For
1.3	Elect Director William C. Stone	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Verizon Communications Inc.

Meeting Date: 05/12/2022

Country: USA

Ticker: VZ

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 92343V104

Shares Voted: 885,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	For
1.2	Elect Director Roxanne Austin	Mgmt	For	For
1.3	Elect Director Mark Bertolini	Mgmt	For	For
1.4	Elect Director Melanie Healey	Mgmt	For	For
1.5	Elect Director Laxman Narasimhan	Mgmt	For	For
1.6	Elect Director Clarence Otis, Jr.	Mgmt	For	For
1.7	Elect Director Daniel Schulman	Mgmt	For	For
1.8	Elect Director Rodney Slater	Mgmt	For	For
1.9	Elect Director Carol Tome	Mgmt	For	For
1.10	Elect Director Hans Vestberg	Mgmt	For	For
1.11	Elect Director Gregory Weaver	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on Charitable Contributions	SH	Against	Against
5	Amend Senior Executive Compensation Clawback Policy	SH	Against	Against

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
7	Report on Operations in Communist China	SH	Against	Against

Intercontinental Exchange, Inc.

Meeting Date: 05/13/2022 **Country:** USA **Ticker:** ICE
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 45866F104

Shares Voted: 495,384

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For
1e	Elect Director Mark F. Mulhern	Mgmt	For	For
1f	Elect Director Thomas E. Noonan	Mgmt	For	For
1g	Elect Director Caroline L. Silver	Mgmt	For	For
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For
1j	Elect Director Martha A. Tirinnanzi	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Approve Non-Employee Director Stock Option Plan	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation and Bylaws	Mgmt	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 20%	Mgmt	For	For
7	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	For

JPMorgan Chase & Co.

Meeting Date: 05/17/2022

Country: USA

Ticker: JPM

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: 46625H100

Shares Voted: 571,326

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For
1b	Elect Director Stephen B. Burke	Mgmt	For	For
1c	Elect Director Todd A. Combs	Mgmt	For	For
1d	Elect Director James S. Crown	Mgmt	For	For
1e	Elect Director James Dimon	Mgmt	For	For
1f	Elect Director Timothy P. Flynn	Mgmt	For	For
1g	Elect Director Mellody Hobson	Mgmt	For	For
1h	Elect Director Michael A. Neal	Mgmt	For	For
1i	Elect Director Phebe N. Novakovic	Mgmt	For	For
1j	Elect Director Virginia M. Rometty	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Adopt Fossil Fuel Financing Policy Consistent with IEA's Net Zero 2050 Scenario	SH	Against	Against
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
6	Require Independent Board Chair	SH	Against	Against
7	Disclose Director Skills and Qualifications Including Ideological Perspectives	SH	Against	Against
8	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against
9	Report on Absolute Targets for Financed GHG Emissions in Line with Net Zero Commitments	SH	Against	Against

The Hershey Company

Meeting Date: 05/17/2022

Country: USA

Ticker: HSY

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: 427866108

The Hershey Company

Shares Voted: 186,766

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Pamela M. Arway	Mgmt	For	For
1.2	Elect Director James W. Brown	Mgmt	For	For
1.3	Elect Director Michele G. Buck	Mgmt	For	For
1.4	Elect Director Victor L. Crawford	Mgmt	For	For
1.5	Elect Director Robert M. Dutkowsky	Mgmt	For	For
1.6	Elect Director Mary Kay Haben	Mgmt	For	For
1.7	Elect Director James C. Katzman	Mgmt	For	For
1.8	Elect Director M. Diane Koken	Mgmt	For	For
1.9	Elect Director Robert M. Malcolm	Mgmt	For	For
1.10	Elect Director Anthony J. Palmer	Mgmt	For	For
1.11	Elect Director Juan R. Perez	Mgmt	For	For
1.12	Elect Director Wendy L. Schoppert	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Report on Eradication of Child Labor in Cocoa Production	SH	Against	Against

Amphenol Corporation

Meeting Date: 05/18/2022

Country: USA

Ticker: APH

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 032095101

Shares Voted: 1,948,898

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For
1.2	Elect Director Stanley L. Clark	Mgmt	For	For
1.3	Elect Director David P. Falck	Mgmt	For	For
1.4	Elect Director Edward G. Jepsen	Mgmt	For	For
1.5	Elect Director Rita S. Lane	Mgmt	For	For
1.6	Elect Director Robert A. Livingston	Mgmt	For	For
1.7	Elect Director Martin H. Loeffler	Mgmt	For	For
1.8	Elect Director R. Adam Norwitt	Mgmt	For	For
1.9	Elect Director Anne Clarke Wolff	Mgmt	For	For

Amphenol Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

State Street Corporation

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** STT
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 857477103

Shares Voted: 707,735

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Patrick de Saint-Aignan	Mgmt	For	For
1b	Elect Director Marie A. Chandoha	Mgmt	For	For
1c	Elect Director DonnaLee DeMaio	Mgmt	For	For
1d	Elect Director Amelia C. Fawcett	Mgmt	For	For
1e	Elect Director William C. Freda	Mgmt	For	For
1f	Elect Director Sara Mathew	Mgmt	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For
1h	Elect Director Ronald P. O'Hanley	Mgmt	For	For
1i	Elect Director Sean O'Sullivan	Mgmt	For	For
1j	Elect Director Julio A. Portalatin	Mgmt	For	For
1k	Elect Director John B. Rhea	Mgmt	For	For
1l	Elect Director Richard P. Sergel	Mgmt	For	For
1m	Elect Director Gregory L. Summe	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on Asset Management Policies and Diversified Investors	SH	Against	Against

CDW Corporation

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** CDW
Record Date: 03/23/2022 **Meeting Type:** Annual
Primary Security ID: 12514G108

Shares Voted: 109,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	For	For
1b	Elect Director James A. Bell	Mgmt	For	For
1c	Elect Director Lynda M. Clarizio	Mgmt	For	For
1d	Elect Director Paul J. Finnegan	Mgmt	For	For
1e	Elect Director Anthony R. Foxx	Mgmt	For	For
1f	Elect Director Christine A. Leahy	Mgmt	For	For
1g	Elect Director Sanjay Mehrotra	Mgmt	For	For
1h	Elect Director David W. Nelms	Mgmt	For	For
1i	Elect Director Joseph R. Swedish	Mgmt	For	For
1j	Elect Director Donna F. Zarcone	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Provide Right to Act by Written Consent	SH	Against	For

Marsh & McLennan Companies, Inc.

Meeting Date: 05/19/2022 Country: USA Ticker: MMC
 Record Date: 03/21/2022 Meeting Type: Annual
 Primary Security ID: 571748102

Shares Voted: 987,720

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For
1b	Elect Director Hafize Gaye Erkan	Mgmt	For	For
1c	Elect Director Oscar Fanjul	Mgmt	For	For
1d	Elect Director Daniel S. Glaser	Mgmt	For	For
1e	Elect Director H. Edward Hanway	Mgmt	For	For
1f	Elect Director Deborah C. Hopkins	Mgmt	For	For
1g	Elect Director Tamara Ingram	Mgmt	For	For
1h	Elect Director Jane H. Lute	Mgmt	For	For
1i	Elect Director Steven A. Mills	Mgmt	For	For
1j	Elect Director Bruce P. Nolop	Mgmt	For	For
1k	Elect Director Morton O. Schapiro	Mgmt	For	For

Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Lloyd M. Yates	Mgmt	For	For
1m	Elect Director R. David Yost	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For

Waters Corporation

Meeting Date: 05/24/2022 **Country:** USA **Ticker:** WAT
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: 941848103

Shares Voted: 318,558

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Udit Batra	Mgmt	For	For
1.2	Elect Director Linda Baddour	Mgmt	For	For
1.3	Elect Director Edward Conard	Mgmt	For	For
1.4	Elect Director Pearl S. Huang	Mgmt	For	For
1.5	Elect Director Wei Jiang	Mgmt	For	For
1.6	Elect Director Christopher A. Kuebler	Mgmt	For	For
1.7	Elect Director Flemming Ornskov	Mgmt	For	For
1.8	Elect Director Thomas P. Salice	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

West Pharmaceutical Services, Inc.

Meeting Date: 05/24/2022 **Country:** USA **Ticker:** WST
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 955306105

Shares Voted: 42,017

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Buthman	Mgmt	For	Abstain
1b	Elect Director William F. Feehery	Mgmt	For	Abstain
1c	Elect Director Robert F. Friel	Mgmt	For	Abstain

West Pharmaceutical Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Eric M. Green	Mgmt	For	Abstain
1e	Elect Director Molly E. Joseph	Mgmt	For	Abstain
1f	Elect Director Thomas W. Hofmann	Mgmt	For	Abstain
1g	Elect Director Deborah L. V. Keller	Mgmt	For	Abstain
1h	Elect Director Myla P. Lai-Goldman	Mgmt	For	Abstain
1i	Elect Director Douglas A. Michels	Mgmt	For	Abstain
1j	Elect Director Paolo Pucci	Mgmt	For	Abstain
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Abstain
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Abstain

Amazon.com, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** AMZN
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 023135106

Shares Voted: 36,558

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For
1g	Elect Director Judith A. McGrath	Mgmt	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For
1j	Elect Director Patricia Q. Stonesifer	Mgmt	For	For
1k	Elect Director Wendell P. Weeks	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Approve 20:1 Stock Split	Mgmt	For	For
5	Report on Retirement Plan Options Aligned with Company Climate Goals	SH	Against	Against

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	SH	Against	Against
7	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against
8	Report on Efforts to Reduce Plastic Use	SH	Against	For
9	Report on Worker Health and Safety Disparities	SH	Against	Against
10	Report on Risks Associated with Use of Concealment Clauses	SH	Against	Against
11	Report on Charitable Contributions	SH	Against	Against
12	Publish a Tax Transparency Report	SH	Against	Against
13	Report on Protecting the Rights of Freedom of Association and Collective Bargaining	SH	Against	For
14	Report on Lobbying Payments and Policy	SH	Against	Against
15	Require More Director Nominations Than Open Seats	SH	Against	Against
16	Commission a Third Party Audit on Working Conditions	SH	Against	For
17	Report on Median Gender/Racial Pay Gap	SH	Against	Against
18	Oversee and Report a Racial Equity Audit *Withdrawn Resolution*	SH		
19	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	Against

Dollar General Corporation

Meeting Date: 05/25/2022

Country: USA

Ticker: DG

Record Date: 03/16/2022

Meeting Type: Annual

Primary Security ID: 256677105

Shares Voted: 197,701

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Warren F. Bryant	Mgmt	For	For
1b	Elect Director Michael M. Calbert	Mgmt	For	For
1c	Elect Director Patricia D. Fili-Krushel	Mgmt	For	For
1d	Elect Director Timothy I. McGuire	Mgmt	For	For
1e	Elect Director William C. Rhodes, III	Mgmt	For	For
1f	Elect Director Debra A. Sandler	Mgmt	For	For

Dollar General Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Ralph E. Santana	Mgmt	For	For
1h	Elect Director Todd J. Vasos	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on Political Contributions and Expenditures	SH	Against	Against

Meta Platforms, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** FB
Record Date: 04/01/2022 **Meeting Type:** Annual
Primary Security ID: 30303M102

Shares Voted: 54,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	For
1.2	Elect Director Marc L. Andreessen	Mgmt	For	For
1.3	Elect Director Andrew W. Houston	Mgmt	For	For
1.4	Elect Director Nancy Killefer	Mgmt	For	For
1.5	Elect Director Robert M. Kimmitt	Mgmt	For	For
1.6	Elect Director Sheryl K. Sandberg	Mgmt	For	For
1.7	Elect Director Tracey T. Travis	Mgmt	For	For
1.8	Elect Director Tony Xu	Mgmt	For	For
1.9	Elect Director Mark Zuckerberg	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For
5	Require Independent Board Chair	SH	Against	For
6	Report on Risks Associated with Use of Concealment Clauses	SH	Against	Against
7	Report on External Costs of Misinformation and Impact on Diversified Shareholders	SH	Against	Against
8	Report on Community Standards Enforcement	SH	Against	Against
9	Report on User Risk and Advisory Vote on Metaverse Project	SH	Against	Against
10	Publish Third Party Human Rights Impact Assessment	SH	Against	Against

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Report on Child Sexual Exploitation Online	SH	Against	For
12	Commission a Workplace Non-Discrimination Audit	SH	Against	Against
13	Report on Lobbying Payments and Policy	SH	Against	For
14	Commission Assessment of Audit and Risk Oversight Committee	SH	Against	Against
15	Report on Charitable Contributions	SH	Against	Against

The Southern Company

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** SO
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 842587107

Shares Voted: 389,646

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Janaki Akella	Mgmt	For	For
1b	Elect Director Henry A. Clark, III	Mgmt	For	For
1c	Elect Director Anthony F. Earley, Jr.	Mgmt	For	For
1d	Elect Director Thomas A. Fanning	Mgmt	For	For
1e	Elect Director David J. Grain	Mgmt	For	For
1f	Elect Director Colette D. Honorable	Mgmt	For	For
1g	Elect Director Donald M. James	Mgmt	For	For
1h	Elect Director John D. Johns	Mgmt	For	For
1i	Elect Director Dale E. Klein	Mgmt	For	For
1j	Elect Director Ernest J. Moniz	Mgmt	For	For
1k	Elect Director William G. Smith, Jr.	Mgmt	For	For
1l	Elect Director Kristine L. Svinicki	Mgmt	For	For
1m	Elect Director E. Jenner Wood, III	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Adopt Simple Majority Vote	SH	For	For

Verisk Analytics, Inc.

Meeting Date: 05/25/2022

Country: USA

Ticker: VRSK

Record Date: 03/28/2022

Meeting Type: Annual

Primary Security ID: 92345Y106

Shares Voted: 617,469

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey Dailey	Mgmt	For	For
1b	Elect Director Constantine P. Iordanou	Mgmt	For	For
1c	Elect Director Wendy Lane	Mgmt	For	For
1d	Elect Director Lee M. Shavel	Mgmt	For	For
1e	Elect Director Kimberly S. Stevenson	Mgmt	For	For
2	Declassify the Board of Directors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Comcast Corporation

Meeting Date: 06/01/2022

Country: USA

Ticker: CMCSA

Record Date: 04/04/2022

Meeting Type: Annual

Primary Security ID: 20030N101

Shares Voted: 1,503,610

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	For
1.2	Elect Director Madeline S. Bell	Mgmt	For	For
1.3	Elect Director Edward D. Breen	Mgmt	For	For
1.4	Elect Director Gerald L. Hassell	Mgmt	For	For
1.5	Elect Director Jeffrey A. Honickman	Mgmt	For	For
1.6	Elect Director Maritza G. Montiel	Mgmt	For	For
1.7	Elect Director Asuka Nakahara	Mgmt	For	For
1.8	Elect Director David C. Novak	Mgmt	For	For
1.9	Elect Director Brian L. Roberts	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Charitable Contributions	SH	Against	Against
5	Oversee and Report a Racial Equity Audit	SH	Against	Against

Comcast Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Report on Omitting Viewpoint and Ideology from EEO Policy	SH	Against	Against
7	Conduct Audit and Report on Effectiveness of Sexual Harassment Policies	SH	Against	For
8	Report on Retirement Plan Options Aligned with Company Climate Goals	SH	Against	Against

FTI Consulting, Inc.

Meeting Date: 06/01/2022 **Country:** USA **Ticker:** FCN
Record Date: 03/03/2022 **Meeting Type:** Annual
Primary Security ID: 302941109

Shares Voted: 162,968

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brenda J. Bacon	Mgmt	For	For
1b	Elect Director Mark S. Bartlett	Mgmt	For	For
1c	Elect Director Claudio Costamagna	Mgmt	For	For
1d	Elect Director Vernon Ellis	Mgmt	For	For
1e	Elect Director Nicholas C. Fanandakis	Mgmt	For	For
1f	Elect Director Steven H. Gunby	Mgmt	For	For
1g	Elect Director Gerard E. Holthaus	Mgmt	For	For
1h	Elect Director Nicole S. Jones	Mgmt	For	For
1i	Elect Director Stephen C. Robinson	Mgmt	For	For
1j	Elect Director Lauren E. Seeger	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

Allegion Plc

Meeting Date: 06/02/2022 **Country:** Ireland **Ticker:** ALLE
Record Date: 04/07/2022 **Meeting Type:** Annual
Primary Security ID: G0176J109

Shares Voted: 217,709

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kirk S. Hachigian	Mgmt	For	For
1b	Elect Director Steven C. Mizell	Mgmt	For	For

Allegion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Nicole Parent Haughey	Mgmt	For	For
1d	Elect Director Lauren B. Peters	Mgmt	For	For
1e	Elect Director David D. Petratis	Mgmt	For	For
1f	Elect Director Dean I. Schaffer	Mgmt	For	For
1g	Elect Director Dev Vardhan	Mgmt	For	For
1h	Elect Director Martin E. Welch, III	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For

Netflix, Inc.

Meeting Date: 06/02/2022

Country: USA

Ticker: NFLX

Record Date: 04/04/2022

Meeting Type: Annual

Primary Security ID: 64110L106

Shares Voted: 38,878

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy Haley	Mgmt	For	For
1b	Elect Director Leslie Kilgore	Mgmt	For	For
1c	Elect Director Strive Masiyiwa	Mgmt	For	For
1d	Elect Director Ann Mather	Mgmt	For	For
2	Declassify the Board of Directors	Mgmt	For	For
3	Eliminate Supermajority Voting Provisions	Mgmt	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
7	Adopt Simple Majority Vote	SH	Against	For
8	Report on Lobbying Payments and Policy	SH	Against	For

PayPal Holdings, Inc.

Meeting Date: 06/02/2022

Country: USA

Ticker: PYPL

Record Date: 04/05/2022

Meeting Type: Annual

Primary Security ID: 70450Y103

Shares Voted: 136,198

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For
1b	Elect Director Jonathan Christodoro	Mgmt	For	For
1c	Elect Director John J. Donahoe	Mgmt	For	For
1d	Elect Director David W. Dorman	Mgmt	For	For
1e	Elect Director Belinda J. Johnson	Mgmt	For	For
1f	Elect Director Enrique Lores	Mgmt	For	For
1g	Elect Director Gail J. McGovern	Mgmt	For	For
1h	Elect Director Deborah M. Messemer	Mgmt	For	For
1i	Elect Director David M. Moffett	Mgmt	For	For
1j	Elect Director Ann M. Sarnoff	Mgmt	For	For
1k	Elect Director Daniel H. Schulman	Mgmt	For	For
1l	Elect Director Frank D. Yeary	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

UnitedHealth Group Incorporated

Meeting Date: 06/06/2022

Country: USA

Ticker: UNH

Record Date: 04/08/2022

Meeting Type: Annual

Primary Security ID: 91324P102

Shares Voted: 234,791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy P. Flynn	Mgmt	For	For
1b	Elect Director Paul R. Garcia	Mgmt	For	For
1c	Elect Director Stephen J. Hemsley	Mgmt	For	For
1d	Elect Director Michele J. Hooper	Mgmt	For	For
1e	Elect Director F. William McNabb, III	Mgmt	For	For

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Valerie C. Montgomery Rice	Mgmt	For	For
1g	Elect Director John H. Noseworthy	Mgmt	For	For
1h	Elect Director Andrew Witty	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against

Cognizant Technology Solutions Corporation

Meeting Date: 06/07/2022 **Country:** USA **Ticker:** CTSH
Record Date: 04/11/2022 **Meeting Type:** Annual
Primary Security ID: 192446102

Shares Voted: 1,121,755

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Zein Abdalla	Mgmt	For	For
1b	Elect Director Vinita Bali	Mgmt	For	For
1c	Elect Director Maureen Breakiron-Evans	Mgmt	For	For
1d	Elect Director Archana Deskus	Mgmt	For	For
1e	Elect Director John M. Dineen	Mgmt	For	For
1f	Elect Director Brian Humphries	Mgmt	For	For
1g	Elect Director Leo S. Mackay, Jr.	Mgmt	For	For
1h	Elect Director Michael Patsalos-Fox	Mgmt	For	For
1i	Elect Director Stephen J. Rohleder	Mgmt	For	For
1j	Elect Director Joseph M. Velli	Mgmt	For	For
1k	Elect Director Sandra S. Wijnberg	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	SH	Against	For

Ryan Specialty Group Holdings, Inc.

Meeting Date: 06/07/2022

Country: USA

Ticker: RYAN

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: 78351F107

Shares Voted: 1,061,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Henry S. Bienen	Mgmt	For	Withhold
1.2	Elect Director William J. Devers	Mgmt	For	Withhold
1.3	Elect Director Michael D. O'Halleran	Mgmt	For	Withhold
1.4	Elect Director Timothy W. Turner	Mgmt	For	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Advisory Vote to Retain Supermajority Vote Requirement in the Certificate of Incorporation and Bylaws	Mgmt	For	Against
6	Advisory Vote to Retain Classified Board Structure	Mgmt	For	Against

Willis Towers Watson Public Limited Company

Meeting Date: 06/08/2022

Country: Ireland

Ticker: WTW

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: G96629103

Shares Voted: 224,023

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	For	For
1b	Elect Director Fumbi Chima	Mgmt	For	For
1c	Elect Director Michael Hammond	Mgmt	For	For
1d	Elect Director Carl Hess	Mgmt	For	For
1e	Elect Director Brendan O'Neill	Mgmt	For	For
1f	Elect Director Linda Rabbitt	Mgmt	For	For
1g	Elect Director Paul Reilly	Mgmt	For	For
1h	Elect Director Michelle Swanback	Mgmt	For	For
1i	Elect Director Paul Thomas	Mgmt	For	For

Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For
6	Approve Reduction and Cancellation of Share Premium Account	Mgmt	For	For
7	Amend Omnibus Stock Plan	Mgmt	For	For

NV5 Global, Inc.

Meeting Date: 06/09/2022 **Country:** USA **Ticker:** NVEE
Record Date: 04/11/2022 **Meeting Type:** Annual
Primary Security ID: 62945V109

Shares Voted: 127,790

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Dickerson Wright	Mgmt	For	For
1.2	Elect Director Alexander A. Hockman	Mgmt	For	For
1.3	Elect Director MaryJo O'Brien	Mgmt	For	For
1.4	Elect Director William D. Pruitt	Mgmt	For	For
1.5	Elect Director Francois Tardan	Mgmt	For	For
1.6	Elect Director Laurie Conner	Mgmt	For	For
1.7	Elect Director Denise Dickins	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

IAA, Inc.

Meeting Date: 06/15/2022 **Country:** USA **Ticker:** IAA
Record Date: 04/18/2022 **Meeting Type:** Annual
Primary Security ID: 449253103

Shares Voted: 2,193,165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brian Bales	Mgmt	For	For
1b	Elect Director Bill Breslin	Mgmt	For	For
1c	Elect Director Gail Evans	Mgmt	For	For
1d	Elect Director Sue Gove	Mgmt	For	For
1e	Elect Director Olaf Kastner	Mgmt	For	For
1f	Elect Director John P. Larson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

Mastercard Incorporated

Meeting Date: 06/21/2022

Country: USA

Ticker: MA

Record Date: 04/22/2022

Meeting Type: Annual

Primary Security ID: 57636Q104

Shares Voted: 189,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For
1k	Elect Director Jackson Tai	Mgmt	For	For
1l	Elect Director Harit Talwar	Mgmt	For	For
1m	Elect Director Lance Uggla	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	Mgmt	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For
6	Report on Political Contributions	SH	Against	Against
7	Report on Charitable Contributions	SH	Against	Against
8	Report on Risks Associated with Sale and Purchase of Ghost Guns	SH	Against	Against

Linde Plc

Meeting Date: 07/25/2022 **Country:** Ireland **Ticker:** LIN
Record Date: 07/23/2022 **Meeting Type:** Annual
Primary Security ID: G5494J103

Shares Voted: 127,348

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For
1e	Elect Director Edward G. Galante	Mgmt	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For
1h	Elect Director Martin H. Richenhagen	Mgmt	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Approve Remuneration Report	Mgmt	For	Against
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For
6	Adopt Simple Majority Vote	SH	Against	For

NIKE, Inc.

Meeting Date: 09/09/2022

Country: USA

Ticker: NKE

Record Date: 07/08/2022

Meeting Type: Annual

Primary Security ID: 654106103

Shares Voted: 247,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Alan B. Graf, Jr.	Mgmt	For	For
1b	Elect Director Peter B. Henry	Mgmt	For	For
1c	Elect Director Michelle A. Peluso	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
5	Adopt a Policy on China Sourcing	SH	Against	Against

Elastic N.V.

Meeting Date: 10/06/2022

Country: Netherlands

Ticker: ESTC

Record Date: 09/08/2022

Meeting Type: Annual

Primary Security ID: N14506104

Shares Voted: 140,598

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sohaib Abbasi	Mgmt	For	For
1b	Elect Director Caryn Marooney	Mgmt	For	For
1c	Elect Director Chetan Puttagunta	Mgmt	For	For
1d	Elect Director Steven Schuurman	Mgmt	For	For
2	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3	Appoint PricewaterhouseCoopers Accountants N.V. as External Auditor	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For

Elastic N.V.

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

The Procter & Gamble Company

Meeting Date: 10/11/2022 **Country:** USA **Ticker:** PG
Record Date: 08/12/2022 **Meeting Type:** Annual
Primary Security ID: 742718109

Shares Voted: 744,846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For
1b	Elect Director Angela F. Braly	Mgmt	For	For
1c	Elect Director Amy L. Chang	Mgmt	For	For
1d	Elect Director Joseph Jimenez	Mgmt	For	For
1e	Elect Director Christopher Kempczinski	Mgmt	For	For
1f	Elect Director Debra L. Lee	Mgmt	For	For
1g	Elect Director Terry J. Lundgren	Mgmt	For	For
1h	Elect Director Christine M. McCarthy	Mgmt	For	For
1i	Elect Director Jon R. Moeller	Mgmt	For	For
1j	Elect Director Rajesh Subramaniam	Mgmt	For	For
1k	Elect Director Patricia A. Woertz	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

Paychex, Inc.

Meeting Date: 10/13/2022 **Country:** USA **Ticker:** PAYX
Record Date: 08/15/2022 **Meeting Type:** Annual
Primary Security ID: 704326107

Shares Voted: 864,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Martin Mucci	Mgmt	For	For
1b	Elect Director Thomas F. Bonadio	Mgmt	For	For
1c	Elect Director Joseph G. Doody	Mgmt	For	For
1d	Elect Director David J.S. Flaschen	Mgmt	For	For

Paychex, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director B. Thomas Golisano	Mgmt	For	For
1f	Elect Director Pamela A. Joseph	Mgmt	For	For
1g	Elect Director Kevin A. Price	Mgmt	For	For
1h	Elect Director Joseph M. Tucci	Mgmt	For	For
1i	Elect Director Joseph M. Velli	Mgmt	For	For
1j	Elect Director Kara Wilson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Microsoft Corporation

Meeting Date: 12/13/2022 **Country:** USA **Ticker:** MSFT
Record Date: 10/12/2022 **Meeting Type:** Annual
Primary Security ID: 594918104

Shares Voted: 576,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For
1.3	Elect Director Teri L. List	Mgmt	For	For
1.4	Elect Director Satya Nadella	Mgmt	For	For
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For
1.7	Elect Director Carlos A. Rodriguez	Mgmt	For	For
1.8	Elect Director Charles W. Scharf	Mgmt	For	For
1.9	Elect Director John W. Stanton	Mgmt	For	For
1.10	Elect Director John W. Thompson	Mgmt	For	For
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For
1.12	Elect Director Padmasree Warrior	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Cost/Benefit Analysis of Diversity and Inclusion	SH	Against	Against
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	SH	Against	Against
7	Report on Government Use of Microsoft Technology	SH	Against	Against
8	Report on Development of Products for Military	SH	Against	Against
9	Report on Tax Transparency	SH	Against	Against

Linde Plc

Meeting Date: 01/18/2023 **Country:** Ireland **Ticker:** LIN
Record Date: 01/16/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: G5494J103

Shares Voted: 161,548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	For
2	Amend Articles of Association	Mgmt	For	For
3	Approve Common Draft Terms of Merger	Mgmt	For	For

Linde Plc

Meeting Date: 01/18/2023 **Country:** Ireland **Ticker:** LIN
Record Date: 01/16/2023 **Meeting Type:** Court
Primary Security ID: G5494J103

Shares Voted: 161,548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Court Meeting	Mgmt		
1	Approve Scheme of Arrangement	Mgmt	For	For

Intuit Inc.

Meeting Date: 01/19/2023 **Country:** USA **Ticker:** INTU
Record Date: 11/21/2022 **Meeting Type:** Annual
Primary Security ID: 461202103

Shares Voted: 88,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For
1h	Elect Director Thomas Szkutak	Mgmt	For	For
1i	Elect Director Raul Vazquez	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For

Becton, Dickinson and Company

Meeting Date: 01/24/2023

Country: USA

Ticker: BDJ

Record Date: 12/05/2022

Meeting Type: Annual

Primary Security ID: 075887109

Shares Voted: 389,388

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	For
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	For
1.7	Elect Director Christopher Jones	Mgmt	For	For
1.8	Elect Director Marshall O. Larsen	Mgmt	For	For
1.9	Elect Director Thomas E. Polen	Mgmt	For	For
1.10	Elect Director Timothy M. Ring	Mgmt	For	For
1.11	Elect Director Bertram L. Scott	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For

Visa Inc.

Meeting Date: 01/24/2023 **Country:** USA **Ticker:** V
Record Date: 11/25/2022 **Meeting Type:** Annual
Primary Security ID: 92826C839

Shares Voted: 600,227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For
1e	Elect Director Ramon Laguarta	Mgmt	For	For
1f	Elect Director Teri L. List	Mgmt	For	For
1g	Elect Director John F. Lundgren	Mgmt	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For
1i	Elect Director Linda J. Rendle	Mgmt	For	For
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	Against

Accenture Plc

Meeting Date: 02/01/2023 **Country:** Ireland **Ticker:** ACN
Record Date: 12/06/2022 **Meeting Type:** Annual
Primary Security ID: G1151C101

Accenture Plc

Shares Voted: 173,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Nancy McKinstry	Mgmt	For	For
1c	Elect Director Beth E. Mooney	Mgmt	For	For
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For
1e	Elect Director Paula A. Price	Mgmt	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1g	Elect Director Arun Sarin	Mgmt	For	For
1h	Elect Director Julie Sweet	Mgmt	For	For
1i	Elect Director Tracey T. Travis	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

Warner Music Group Corp.

Meeting Date: 02/28/2023

Country: USA

Ticker: WMG

Record Date: 01/06/2023

Meeting Type: Annual

Primary Security ID: 934550203

Shares Voted: 368,488

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert Kyncl	Mgmt	For	For
1b	Elect Director Lincoln Benet	Mgmt	For	Against
1c	Elect Director Alex Blavatnik	Mgmt	For	Against
1d	Elect Director Len Blavatnik	Mgmt	For	For
1e	Elect Director Mathias Dopfner	Mgmt	For	Against
1f	Elect Director Nancy Dubuc	Mgmt	For	For
1g	Elect Director Noreena Hertz	Mgmt	For	Against

Warner Music Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Ynon Kreiz	Mgmt	For	Against
1i	Elect Director Ceci Kurzman	Mgmt	For	Against
1j	Elect Director Michael Lynton	Mgmt	For	For
1k	Elect Director Donald A. Wagner	Mgmt	For	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For

AmerisourceBergen Corporation

Meeting Date: 03/09/2023 **Country:** USA **Ticker:** ABC
Record Date: 01/09/2023 **Meeting Type:** Annual
Primary Security ID: 03073E105

Shares Voted: 295,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	Against
1b	Elect Director Steven H. Collis	Mgmt	For	Against
1c	Elect Director D. Mark Durcan	Mgmt	For	Against
1d	Elect Director Richard W. Gochnauer	Mgmt	For	Against
1e	Elect Director Lon R. Greenberg	Mgmt	For	Against
1f	Elect Director Kathleen W. Hyle	Mgmt	For	Against
1g	Elect Director Lorence H. Kim	Mgmt	For	For
1h	Elect Director Henry W. McGee	Mgmt	For	Against
1i	Elect Director Redonda G. Miller	Mgmt	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against

IAA, Inc.

Meeting Date: 03/14/2023 **Country:** USA **Ticker:** IAA
Record Date: 01/25/2023 **Meeting Type:** Special
Primary Security ID: 449253103

Shares Voted: 2,047,665

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Against
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against
3	Adjourn Meeting	Mgmt	For	For