

# VOTE SUMMARY REPORT

Date range covered : 07/01/2023 to 06/30/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): NBI SMARTDATA U.S. EQUITY FUND - US LARGE CAP EQUITY INSIGHTS

## Chewy, Inc.

**Meeting Date:** 07/14/2023 **Country:** USA **Ticker:** CHWY  
**Record Date:** 05/17/2023 **Meeting Type:** Annual  
**Primary Security ID:** 16679L109

Shares Voted: 34,962

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Castelli	Mgmt	For	For	For
1.2	Elect Director James Nelson	Mgmt	For	For	For
1.3	Elect Director Martin H. Nesbitt	Mgmt	For	For	For
1.4	Elect Director Raymond Svider	Mgmt	For	Withhold	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	Refer	Against

## McKesson Corporation

**Meeting Date:** 07/21/2023 **Country:** USA **Ticker:** MCK  
**Record Date:** 05/26/2023 **Meeting Type:** Annual  
**Primary Security ID:** 58155Q103

Shares Voted: 4,445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Carmona	Mgmt	For	For	For
1b	Elect Director Dominic J. Caruso	Mgmt	For	For	For
1c	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1d	Elect Director James H. Hinton	Mgmt	For	For	For
1e	Elect Director Donald R. Knauss	Mgmt	For	For	For
1f	Elect Director Bradley E. Lerman	Mgmt	For	For	For
1g	Elect Director Linda P. Mantia	Mgmt	For	For	For
1h	Elect Director Maria Martinez	Mgmt	For	For	For
1i	Elect Director Susan R. Salka	Mgmt	For	For	For
1j	Elect Director Brian S. Tyler	Mgmt	For	For	For
1k	Elect Director Kathleen Wilson-Thompson	Mgmt	For	For	For

## McKesson Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## Eagle Materials Inc.

**Meeting Date:** 08/03/2023      **Country:** USA      **Ticker:** EXP  
**Record Date:** 06/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 26969P108

Shares Voted: 2,628

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Margot L. Carter	Mgmt	For	Refer	Against
1b	Elect Director Michael R. Nicolais	Mgmt	For	For	For
1c	Elect Director Mary P. Ricciardello	Mgmt	For	Refer	Against
1d	Elect Director Richard R. Stewart	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	None	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Jazz Pharmaceuticals plc

**Meeting Date:** 08/03/2023      **Country:** Ireland      **Ticker:** JAZZ  
**Record Date:** 06/07/2023      **Meeting Type:** Annual  
**Primary Security ID:** G50871105

Shares Voted: 4,860

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bruce C. Cozadd	Mgmt	For	For	For
1b	Elect Director Heather Ann McSharry	Mgmt	For	Refer	Against
1c	Elect Director Anne O'Riordan	Mgmt	For	Refer	Against
1d	Elect Director Rick E. Winningham	Mgmt	For	Refer	Against

## Jazz Pharmaceuticals plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For

## Concentrix Corporation

**Meeting Date:** 08/04/2023      **Country:** USA      **Ticker:** CNXC  
**Record Date:** 07/05/2023      **Meeting Type:** Special  
**Primary Security ID:** 20602D101

Shares Voted: 3,924

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

## Microchip Technology Incorporated

**Meeting Date:** 08/22/2023      **Country:** USA      **Ticker:** MCHP  
**Record Date:** 06/23/2023      **Meeting Type:** Annual  
**Primary Security ID:** 595017104

Shares Voted: 36,401

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Matthew W. Chapman	Mgmt	For	For	For
1.2	Elect Director Karlton D. Johnson	Mgmt	For	For	For
1.3	Elect Director Wade F. Meyercord	Mgmt	For	For	For
1.4	Elect Director Ganesh Moorthy	Mgmt	For	For	For
1.5	Elect Director Robert A. Rango	Mgmt	For	For	For
1.6	Elect Director Karen M. Rapp	Mgmt	For	For	For
1.7	Elect Director Steve Sanghi	Mgmt	For	For	For
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Microchip Technology Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Refer	Against

## RBC Bearings Incorporated

**Meeting Date:** 09/07/2023      **Country:** USA      **Ticker:** RBC  
**Record Date:** 07/11/2023      **Meeting Type:** Annual  
**Primary Security ID:** 75524B104

Shares Voted: 4,099

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J. Hartnett	Mgmt	For	For	For
1b	Elect Director Dolores J. Ennico	Mgmt	For	Refer	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

## Cintas Corporation

**Meeting Date:** 10/24/2023      **Country:** USA      **Ticker:** CTAS  
**Record Date:** 08/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 172908105

Shares Voted: 6,016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald S. Adolph	Mgmt	For	For	For
1b	Elect Director John F. Barrett	Mgmt	For	For	For
1c	Elect Director Melanie W. Barstad	Mgmt	For	For	For
1d	Elect Director Karen L. Carnahan	Mgmt	For	For	For
1e	Elect Director Robert E. Coletti	Mgmt	For	For	For
1f	Elect Director Scott D. Farmer	Mgmt	For	For	For
1g	Elect Director Martin Mucci	Mgmt	For	For	For
1h	Elect Director Joseph Scaminace	Mgmt	For	For	For

# Cintas Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Todd M. Schneider	Mgmt	For	For	For
1j	Elect Director Ronald W. Tysoe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Refer	Against
6	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	Refer	Against

# KLA Corporation

**Meeting Date:** 11/01/2023      **Country:** USA      **Ticker:** KLAC  
**Record Date:** 09/08/2023      **Meeting Type:** Annual  
**Primary Security ID:** 482480100

Shares Voted: 6,898

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Calderoni	Mgmt	For	For	For
1.2	Elect Director Jeneanne Hanley	Mgmt	For	For	For
1.3	Elect Director Emiko Higashi	Mgmt	For	For	For
1.4	Elect Director Kevin Kennedy	Mgmt	For	For	For
1.5	Elect Director Michael McMullen	Mgmt	For	For	For
1.6	Elect Director Gary Moore	Mgmt	For	For	For
1.7	Elect Director Marie Myers	Mgmt	For	For	For
1.8	Elect Director Victor Peng	Mgmt	For	For	For
1.9	Elect Director Robert Rango	Mgmt	For	For	For
1.10	Elect Director Richard Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

## Automatic Data Processing, Inc.

**Meeting Date:** 11/08/2023

**Country:** USA

**Ticker:** ADP

**Record Date:** 09/11/2023

**Meeting Type:** Annual

**Primary Security ID:** 053015103

**Shares Voted:** 12,595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	For	For	For
1b	Elect Director Maria Black	Mgmt	For	For	For
1c	Elect Director David V. Goeckeler	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director John P. Jones	Mgmt	For	For	For
1f	Elect Director Francine S. Katsoudas	Mgmt	For	For	For
1g	Elect Director Nazzic S. Keene	Mgmt	For	For	For
1h	Elect Director Thomas J. Lynch	Mgmt	For	For	For
1i	Elect Director Scott F. Powers	Mgmt	For	For	For
1j	Elect Director William J. Ready	Mgmt	For	For	For
1k	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1l	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Oracle Corporation

**Meeting Date:** 11/15/2023

**Country:** USA

**Ticker:** ORCL

**Record Date:** 09/18/2023

**Meeting Type:** Annual

**Primary Security ID:** 68389X105

**Shares Voted:** 4,733

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	For	For
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold
1.3	Elect Director Michael J. Boskin	Mgmt	For	For	For
1.4	Elect Director Safra A. Catz	Mgmt	For	For	For
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold
1.6	Elect Director George H. Conrades	Mgmt	For	Withhold	Withhold

# Oracle Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	For	For
1.8	Elect Director Rona A. Fairhead	Mgmt	For	For	For
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	For	For
1.10	Elect Director Renee J. James	Mgmt	For	For	For
1.11	Elect Director Charles W. Moorman	Mgmt	For	Withhold	Withhold
1.12	Elect Director Leon E. Panetta	Mgmt	For	Withhold	Withhold
1.13	Elect Director William G. Parrett	Mgmt	For	Withhold	Withhold
1.14	Elect Director Naomi O. Seligman	Mgmt	For	Withhold	Withhold
1.15	Elect Director Vishal Sikka	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Refer	Against
7	Require Independent Board Chair	SH	Against	Against	Against

# Avnet, Inc.

**Meeting Date:** 11/16/2023      **Country:** USA      **Ticker:** AVT  
**Record Date:** 09/18/2023      **Meeting Type:** Annual  
**Primary Security ID:** 053807103

**Shares Voted:** 22,669

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
1b	Elect Director Carlo Bozotti	Mgmt	For	For	For
1c	Elect Director Brenda L. Freeman	Mgmt	For	For	For
1d	Elect Director Philip R. Gallagher	Mgmt	For	For	For
1e	Elect Director Jo Ann Jenkins	Mgmt	For	For	For
1f	Elect Director Oleg Khaykin	Mgmt	For	For	For
1g	Elect Director James A. Lawrence	Mgmt	For	For	For
1h	Elect Director Ernest E. Maddock	Mgmt	For	For	For
1i	Elect Director Avid Modjtabai	Mgmt	For	For	For
1j	Elect Director Adalio T. Sanchez	Mgmt	For	For	For

## Avnet, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Ferguson Plc

**Meeting Date:** 11/28/2023      **Country:** Jersey      **Ticker:** FERG  
**Record Date:** 10/04/2023      **Meeting Type:** Annual  
**Primary Security ID:** G3421J106

Shares Voted: 6,836

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kelly Baker	Mgmt	For	For	For
1b	Elect Director Bill Brundage	Mgmt	For	For	For
1c	Elect Director Geoff Drabble	Mgmt	For	For	For
1d	Elect Director Catherine Halligan	Mgmt	For	For	For
1e	Elect Director Brian May	Mgmt	For	For	For
1f	Elect Director James S. Metcalf	Mgmt	For	For	For
1g	Elect Director Kevin Murphy	Mgmt	For	For	For
1h	Elect Director Alan Murray	Mgmt	For	For	For
1i	Elect Director Thomas Schmitt	Mgmt	For	For	For
1j	Elect Director Nadia Shouraboura	Mgmt	For	For	For
1k	Elect Director Suzanne Wood	Mgmt	For	For	For
2	Reappoint Deloitte LLP as Statutory Auditor	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Approve Omnibus Stock Plan	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

## Ferguson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition, Financing, or Specified Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Adopt New Articles of Association	Mgmt	For	For	For

## Cisco Systems, Inc.

**Meeting Date:** 12/06/2023      **Country:** USA      **Ticker:** CSCO  
**Record Date:** 10/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** 17275R102

**Shares Voted:** 34,471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wesley G. Bush	Mgmt	For	For	For
1b	Elect Director Michael D. Capellas	Mgmt	For	For	For
1c	Elect Director Mark Garrett	Mgmt	For	For	For
1d	Elect Director John D. Harris, II	Mgmt	For	For	For
1e	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1f	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
1g	Elect Director Charles H. Robbins	Mgmt	For	For	For
1h	Elect Director Daniel H. Schulman	Mgmt	For	For	For
1i	Elect Director Marianna Tessel	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Against	Refer	Against

## Microsoft Corporation

**Meeting Date:** 12/07/2023      **Country:** USA      **Ticker:** MSFT  
**Record Date:** 09/29/2023      **Meeting Type:** Annual  
**Primary Security ID:** 594918104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.02	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.03	Elect Director Teri L. List	Mgmt	For	For	For
1.04	Elect Director Catherine MacGregor	Mgmt	For	For	For
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.06	Elect Director Satya Nadella	Mgmt	For	For	For
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For	For	For
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Refer	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Refer	Against
7	Report on Government Take Down Requests	SH	Against	Refer	Against
8	Report on Risks of Weapons Development	SH	Against	Refer	Against
9	Report on Climate Risk in Retirement Plan Options	SH	Against	Refer	Against
10	Publish a Tax Transparency Report	SH	Against	Refer	Against
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	Refer	Against
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Refer	Against

## D.R. Horton, Inc.

Meeting Date: 01/17/2024

Country: USA

Ticker: DHI

Record Date: 11/30/2023

Meeting Type: Annual

Primary Security ID: 23331A109

Shares Voted: 23,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald R. Horton	Mgmt	For	For	For
1b	Elect Director Barbara K. Allen	Mgmt	For	For	For
1c	Elect Director Brad S. Anderson	Mgmt	For	For	For
1d	Elect Director David V. Auld	Mgmt	For	For	For
1e	Elect Director Michael R. Buchanan	Mgmt	For	For	For
1f	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	For	For
1g	Elect Director Maribess L. Miller	Mgmt	For	For	For
1h	Elect Director Paul J. Romanowski	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Costco Wholesale Corporation

Meeting Date: 01/18/2024

Country: USA

Ticker: COST

Record Date: 11/10/2023

Meeting Type: Annual

Primary Security ID: 22160K105

Shares Voted: 9,457

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For	For
1d	Elect Director Richard A. Galanti	Mgmt	For	For	For
1e	Elect Director Hamilton E. James	Mgmt	For	For	For
1f	Elect Director W. Craig Jelinek	Mgmt	For	For	For
1g	Elect Director Sally Jewell	Mgmt	For	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
1i	Elect Director John W. Stanton	Mgmt	For	For	For
1j	Elect Director Ron M. Vachris	Mgmt	For	For	For

# Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Refer	Against

# Intuit Inc.

**Meeting Date:** 01/18/2024      **Country:** USA      **Ticker:** INTU  
**Record Date:** 11/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 461202103

Shares Voted: 8,005

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

# Micron Technology, Inc.

**Meeting Date:** 01/18/2024      **Country:** USA      **Ticker:** MU  
**Record Date:** 11/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 595112103

## Micron Technology, Inc.

Shares Voted: 10,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## Super Micro Computer, Inc.

Meeting Date: 01/22/2024

Country: USA

Ticker: SMCI

Record Date: 11/27/2023

Meeting Type: Annual

Primary Security ID: 86800U104

Shares Voted: 226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judy Lin	Mgmt	For	For	For
1b	Elect Director Sara Liu	Mgmt	For	For	For
1c	Elect Director Yih-Shyan (Wally) Liaw	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

## Visa Inc.

Meeting Date: 01/23/2024

Country: USA

Ticker: V

Record Date: 11/24/2023

Meeting Type: Annual

Primary Security ID: 92826C839

## Visa Inc.

Shares Voted: 29,988

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For	For
1e	Elect Director Teri L. List	Mgmt	For	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## Apple Inc.

Meeting Date: 02/28/2024

Country: USA

Ticker: AAPL

Record Date: 01/02/2024

Meeting Type: Annual

Primary Security ID: 037833100

Shares Voted: 190,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For	For

# Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Sue Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Refer	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Refer	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	Refer	Against
7	Report on Use of Artificial Intelligence	SH	Against	Refer	Against
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Refer	Against

# Applied Materials, Inc.

**Meeting Date:** 03/07/2024      **Country:** USA      **Ticker:** AMAT  
**Record Date:** 01/10/2024      **Meeting Type:** Annual  
**Primary Security ID:** 038222105

Shares Voted: 11,108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against	Against
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Refer	Against

# Hologic, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: HOLX

Record Date: 01/11/2024

Meeting Type: Annual

Primary Security ID: 436440101

Shares Voted: 8,525

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

# National Fuel Gas Company

Meeting Date: 03/08/2024

Country: USA

Ticker: NFG

Record Date: 01/08/2024

Meeting Type: Annual

Primary Security ID: 636180101

Shares Voted: 1,544

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David H. Anderson	Mgmt	For	For	For
1.2	Elect Director David P. Bauer	Mgmt	For	For	For
1.3	Elect Director Barbara M. Baumann	Mgmt	For	For	For
1.4	Elect Director David C. Carroll	Mgmt	For	For	For
1.5	Elect Director Steven C. Finch	Mgmt	For	For	For
1.6	Elect Director Joseph N. Jagers	Mgmt	For	For	For
1.7	Elect Director Rebecca Ranich	Mgmt	For	For	For
1.8	Elect Director Jeffrey W. Shaw	Mgmt	For	For	For
1.9	Elect Director Thomas E. Skains	Mgmt	For	For	For
1.10	Elect Director David F. Smith	Mgmt	For	For	For
1.11	Elect Director Ronald J. Tanski	Mgmt	For	For	For

## National Fuel Gas Company

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

## Agilent Technologies, Inc.

**Meeting Date:** 03/14/2024      **Country:** USA      **Ticker:** A  
**Record Date:** 01/23/2024      **Meeting Type:** Annual  
**Primary Security ID:** 00846U101

Shares Voted: 17,373

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

## Schlumberger N.V.

**Meeting Date:** 04/03/2024      **Country:** Curacao      **Ticker:** SLB  
**Record Date:** 02/07/2024      **Meeting Type:** Annual  
**Primary Security ID:** 806857108

Shares Voted: 39,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	For	For	For
1.2	Elect Director Patrick de La Chevardiere	Mgmt	For	For	For
1.3	Elect Director Miguel Galuccio	Mgmt	For	For	For
1.4	Elect Director Jim Hackett	Mgmt	For	For	For
1.5	Elect Director Olivier Le Peuch	Mgmt	For	For	For
1.6	Elect Director Samuel Leupold	Mgmt	For	For	For
1.7	Elect Director Tatiana Mitrova	Mgmt	For	For	For

# Schlumberger N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Maria Moraeus Hanssen	Mgmt	For	For	For
1.9	Elect Director Vanitha Narayanan	Mgmt	For	For	For
1.10	Elect Director Jeff Sheets	Mgmt	For	For	For
1.11	Elect Director Ulrich Spiesshofer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Adopt and Approve Financials and Dividends	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

# Carnival Corporation

**Meeting Date:** 04/05/2024      **Country:** Panama      **Ticker:** CCL  
**Record Date:** 02/05/2024      **Meeting Type:** Annual  
**Primary Security ID:** 143658300

**Shares Voted:** 38,207

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
4	Elect Nelda J. Connors as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
5	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
6	Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
7	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
8	Re-elect Sara Mathew as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
9	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For

# Carnival Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
11	Re-elect Josh Weinstein as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
12	Re-elect Randy Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
14	Approve Directors' Remuneration Report (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	For	For
15	Appoint Deloitte LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of Deloitte & Touche LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	Mgmt	For	For	For
16	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Receive the Accounts and Reports of the Directors and Auditors of Carnival plc for the Year Ended November 30, 2023 (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	For	For
18	Approve Issuance of Equity	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Approve Omnibus Stock Plan	Mgmt	For	For	For

# Hewlett Packard Enterprise Company

**Meeting Date:** 04/10/2024

**Country:** USA

**Ticker:** HPE

**Record Date:** 02/12/2024

**Meeting Type:** Annual

**Primary Security ID:** 42824C109

**Shares Voted:** 176,222

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela L. Carter	Mgmt	For	For	For
1b	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1c	Elect Director Regina E. Dugan	Mgmt	For	For	For
1d	Elect Director Jean M. Hobby	Mgmt	For	For	For

# Hewlett Packard Enterprise Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Raymond J. Lane	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
1g	Elect Director Bethany J. Mayer	Mgmt	For	For	For
1h	Elect Director Antonio F. Neri	Mgmt	For	For	For
1i	Elect Director Charles H. Noski	Mgmt	For	For	For
1j	Elect Director Raymond E. Ozzie	Mgmt	For	For	For
1k	Elect Director Gary M. Reiner	Mgmt	For	For	For
1l	Elect Director Patricia F. Russo	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

# IQVIA Holdings Inc.

**Meeting Date:** 04/16/2024

**Country:** USA

**Ticker:** IQV

**Record Date:** 02/20/2024

**Meeting Type:** Annual

**Primary Security ID:** 46266C105

**Shares Voted:** 13,897

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ari Bousbib	Mgmt	For	For	For
1b	Elect Director Carol J. Burt	Mgmt	For	For	For
1c	Elect Director Colleen A. Goggins	Mgmt	For	For	For
1d	Elect Director John M. Leonard	Mgmt	For	For	For
1e	Elect Director Todd B. Sisitsky	Mgmt	For	For	For
1f	Elect Director Sheila A. Stamps	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Report on Political Contributions and Expenditures	SH	Against	Against	Against
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

# Northern Trust Corporation

Meeting Date: 04/16/2024

Country: USA

Ticker: NTRS

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 665859104

Shares Voted: 20,167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Walker Bynoe	Mgmt	For	For	For
1b	Elect Director Susan Crown	Mgmt	For	For	For
1c	Elect Director Dean M. Harrison	Mgmt	For	For	For
1d	Elect Director Jay L. Henderson	Mgmt	For	For	For
1e	Elect Director Marcy S. Klevorn	Mgmt	For	For	For
1f	Elect Director Siddharth N. "Bobby" Mehta	Mgmt	For	For	For
1g	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1h	Elect Director Martin P. Slark	Mgmt	For	For	For
1i	Elect Director David H. B. Smith, Jr.	Mgmt	For	For	For
1j	Elect Director Donald Thompson	Mgmt	For	For	For
1k	Elect Director Charles A. Tribbett, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Risks of Misaligning Proxy Votes with Client Preferences	SH	Against	Against	Against

# Adobe Inc.

Meeting Date: 04/17/2024

Country: USA

Ticker: ADBE

Record Date: 02/20/2024

Meeting Type: Annual

Primary Security ID: 00724F101

Shares Voted: 3,128

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cristiano Amon	Mgmt	For	For	For
1b	Elect Director Amy Banse	Mgmt	For	For	For
1c	Elect Director Brett Biggs	Mgmt	For	For	For
1d	Elect Director Melanie Boulden	Mgmt	For	For	For
1e	Elect Director Frank Calderoni	Mgmt	For	For	For
1f	Elect Director Laura Desmond	Mgmt	For	For	For
1g	Elect Director Shantanu Narayen	Mgmt	For	For	For

# Adobe Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Spencer Neumann	Mgmt	For	For	For
1i	Elect Director Kathleen Oberg	Mgmt	For	For	For
1j	Elect Director Dheeraj Pandey	Mgmt	For	For	For
1k	Elect Director David Ricks	Mgmt	For	For	For
1l	Elect Director Daniel Rosensweig	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	Against	Against
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Refer	Against

# Spotify Technology SA

**Meeting Date:** 04/17/2024      **Country:** Luxembourg      **Ticker:** SPOT  
**Record Date:** 02/22/2024      **Meeting Type:** Annual  
**Primary Security ID:** L8681T102

Shares Voted: 2,413

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4a	Elect Daniel Ek as A Director	Mgmt	For	Against	Against
4b	Elect Martin Lorentzon as A Director	Mgmt	For	Against	Against
4c	Elect Shishir Samir Mehrotra as A Director	Mgmt	For	For	For
4d	Elect Christopher Marshall as B Director	Mgmt	For	For	For
4e	Elect Barry McCarthy as B Director	Mgmt	For	For	For
4f	Elect Heidi O'Neill as B Director	Mgmt	For	For	For
4g	Elect Ted Sarandos as B Director	Mgmt	For	For	For
4h	Elect Thomas Owen Staggs as B Director	Mgmt	For	For	For
4i	Elect Mona Sutphen as B Director	Mgmt	For	For	For
4j	Elect Padmasree Warrior as B Director	Mgmt	For	For	For

## Spotify Technology SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Appoint Ernst & Young S.A. (Luxembourg) as Auditor	Mgmt	For	For	For
6	Approve Remuneration of Directors	Mgmt	For	Against	Against
7	Authorize Guy Harles and Alexandre Gobert to Execute and Deliver, and with Full Power of Substitution, Any Documents Necessary or Useful in Connection with the Annual Filing and Registration Required by the Luxembourg Laws	Mgmt	For	For	For

## The Sherwin-Williams Company

**Meeting Date:** 04/17/2024      **Country:** USA      **Ticker:** SHW  
**Record Date:** 02/20/2024      **Meeting Type:** Annual  
**Primary Security ID:** 824348106

Shares Voted: 4,561

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	For	For	For
1b	Elect Director Arthur F. Anton	Mgmt	For	For	For
1c	Elect Director Jeff M. Fettig	Mgmt	For	For	For
1d	Elect Director John G. Morikis	Mgmt	For	For	For
1e	Elect Director Heidi G. Petz	Mgmt	For	For	For
1f	Elect Director Christine A. Poon	Mgmt	For	For	For
1g	Elect Director Aaron M. Powell	Mgmt	For	For	For
1h	Elect Director Marta R. Stewart	Mgmt	For	For	For
1i	Elect Director Michael H. Thaman	Mgmt	For	For	For
1j	Elect Director Matthew Thornton, III	Mgmt	For	For	For
1k	Elect Director Thomas L. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	Against	Refer	For

## Humana Inc.

**Meeting Date:** 04/18/2024      **Country:** USA      **Ticker:** HUM  
**Record Date:** 02/29/2024      **Meeting Type:** Annual  
**Primary Security ID:** 444859102

# Humana Inc.

Shares Voted: 3,376

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Raquel C. Bono	Mgmt	For	For	For
1b	Elect Director Bruce D. Broussard	Mgmt	For	For	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1d	Elect Director David T. Feinberg	Mgmt	For	For	For
1e	Elect Director Wayne A. I. Frederick	Mgmt	For	For	For
1f	Elect Director John W. Garratt	Mgmt	For	For	For
1g	Elect Director Kurt J. Hilzinger	Mgmt	For	For	For
1h	Elect Director Karen W. Katz	Mgmt	For	For	For
1i	Elect Director Marcy S. Klevorn	Mgmt	For	For	For
1j	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1k	Elect Director Brad D. Smith	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	Refer	For

# Park Hotels & Resorts Inc.

Meeting Date: 04/19/2024

Country: USA

Ticker: PK

Record Date: 02/29/2024

Meeting Type: Annual

Primary Security ID: 700517105

Shares Voted: 86,369

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For
1B	Elect Director Patricia M. Bedient	Mgmt	For	For	For
1C	Elect Director Thomas D. Eckert	Mgmt	For	For	For
1D	Elect Director Geoffrey M. Garrett	Mgmt	For	For	For
1E	Elect Director Christie B. Kelly	Mgmt	For	For	For
1F	Elect Director Joseph I. Lieberman - Withdrawn Resolution	Mgmt			
1G	Elect Director Terri D. McClements	Mgmt	For	For	For

## Park Hotels & Resorts Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1H	Elect Director Thomas A. Natelli	Mgmt	For	For	For
1I	Elect Director Timothy J. Naughton	Mgmt	For	For	For
1J	Elect Director Stephen I. Sadove	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Broadcom Inc.

Meeting Date: 04/22/2024

Country: USA

Ticker: AVGO

Record Date: 02/22/2024

Meeting Type: Annual

Primary Security ID: 11135F101

Shares Voted: 4,044

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	Against	For
1b	Elect Director Gayla J. Delly	Mgmt	For	For	For
1c	Elect Director Kenneth Y. Hao	Mgmt	For	For	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	Against	For
1e	Elect Director Check Kian Low	Mgmt	For	Against	For
1f	Elect Director Justine F. Page	Mgmt	For	For	For
1g	Elect Director Henry Samueli	Mgmt	For	For	For
1h	Elect Director Hock E. Tan	Mgmt	For	For	For
1i	Elect Director Harry L. You	Mgmt	For	Against	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For

## MSCI Inc.

Meeting Date: 04/23/2024

Country: USA

Ticker: MSCI

Record Date: 02/29/2024

Meeting Type: Annual

Primary Security ID: 55354G100

Shares Voted: 579

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Henry A. Fernandez	Mgmt	For	For	For
1b	Elect Director Robert G. Ashe	Mgmt	For	For	For
1c	Elect Director Chirantan "CJ" Desai	Mgmt	For	For	For
1d	Elect Director Wayne Edmunds	Mgmt	For	For	For
1e	Elect Director Robin Matlock	Mgmt	For	For	For
1f	Elect Director Jacques P. Perold	Mgmt	For	For	For
1g	Elect Director C.D. Baer Pettit	Mgmt	For	For	For
1h	Elect Director Sandy C. Rattray	Mgmt	For	For	For
1i	Elect Director Linda H. Riefler	Mgmt	For	For	For
1j	Elect Director Marcus L. Smith	Mgmt	For	For	For
1k	Elect Director Rajat Taneja	Mgmt	For	For	For
1l	Elect Director Paula Volent	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on "Chinese Military-Industry Companies" in Company Indices	SH	Against	Refer	Against

**Ameriprise Financial, Inc.**

Meeting Date: 04/24/2024

Country: USA

Ticker: AMP

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 03076C106

Shares Voted: 7,863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James M. Cracchiolo	Mgmt	For	For	For
1b	Elect Director Robert F. Sharpe, Jr.	Mgmt	For	For	For
1c	Elect Director Dianne Neal Blixt	Mgmt	For	For	For
1d	Elect Director Amy DiGeso	Mgmt	For	For	For
1e	Elect Director Christopher J. Williams	Mgmt	For	For	For
1f	Elect Director Armando Pimentel, Jr.	Mgmt	For	For	For
1g	Elect Director Brian T. Shea	Mgmt	For	For	For
1h	Elect Director W. Edward Walter, III	Mgmt	For	For	For

## Ameriprise Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Certificate of Incorporation to Allow the Exculpation of Officers	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Aptiv PLC

**Meeting Date:** 04/24/2024      **Country:** Jersey      **Ticker:** APTV  
**Record Date:** 03/04/2024      **Meeting Type:** Annual  
**Primary Security ID:** G6095L109

Shares Voted: 7,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin P. Clark	Mgmt	For	For	For
1b	Elect Director Nancy E. Cooper	Mgmt	For	For	For
1c	Elect Director Joseph L. (Jay) Hooley	Mgmt	For	For	For
1d	Elect Director Vasumati P. (Vasu) Jakkal	Mgmt	For	For	For
1e	Elect Director Merit E. Janow	Mgmt	For	For	For
1f	Elect Director Sean O. Mahoney	Mgmt	For	For	For
1g	Elect Director Paul M. Meister	Mgmt	For	For	For
1h	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For	For
1i	Elect Director Colin J. Parris	Mgmt	For	For	For
1j	Elect Director Ana G. Pinczuk	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Bank of America Corporation

**Meeting Date:** 04/24/2024      **Country:** USA      **Ticker:** BAC  
**Record Date:** 03/01/2024      **Meeting Type:** Annual  
**Primary Security ID:** 060505104

# Bank of America Corporation

Shares Voted: 161,425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For	For
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
1c	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For
1d	Elect Director Arnold W. Donald	Mgmt	For	For	For
1e	Elect Director Linda P. Hudson	Mgmt	For	For	For
1f	Elect Director Monica C. Lozano	Mgmt	For	For	For
1g	Elect Director Brian T. Moynihan	Mgmt	For	For	For
1h	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1i	Elect Director Denise L. Ramos	Mgmt	For	For	For
1j	Elect Director Clayton S. Rose	Mgmt	For	For	For
1k	Elect Director Michael D. White	Mgmt	For	For	For
1l	Elect Director Thomas D. Woods	Mgmt	For	For	For
1m	Elect Director Maria T. Zuber	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
6	Report on Climate Lobbying	SH	Against	Refer	Against
7	Report on Clean Energy Supply Financing Ratio	SH	Against	Refer	Against
8	Provide Right to Act by Written Consent	SH	Against	Against	Against
9	Require Independent Board Chair	SH	Against	Against	Against
10	Improve Executive Compensation Program and Policy	SH	Against	Refer	Against

## Cullen/Frost Bankers, Inc.

Meeting Date: 04/24/2024

Country: USA

Ticker: CFR

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 229899109

# Cullen/Frost Bankers, Inc.

Shares Voted: 4,509

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carlos Alvarez *Withdrawn Resolution*	Mgmt			
1.2	Elect Director Hope Andrade	Mgmt	For	For	For
1.3	Elect Director Chris M. Avery	Mgmt	For	For	For
1.4	Elect Director Anthony ("Tony") R. Chase	Mgmt	For	For	For
1.5	Elect Director Cynthia J. Comparin	Mgmt	For	For	For
1.6	Elect Director Samuel G. Dawson	Mgmt	For	For	For
1.7	Elect Director Crawford H. Edwards	Mgmt	For	For	For
1.8	Elect Director Phillip D. Green	Mgmt	For	For	For
1.9	Elect Director David J. Haemisegger	Mgmt	For	For	For
1.10	Elect Director Charles W. Matthews	Mgmt	For	For	For
1.11	Elect Director Joseph A. Pierce	Mgmt	For	For	For
1.12	Elect Director Linda B. Rutherford	Mgmt	For	For	For
1.13	Elect Director Jack Willome	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

# Eaton Corporation plc

Meeting Date: 04/24/2024

Country: Ireland

Ticker: ETN

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: G29183103

Shares Voted: 10,822

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
1b	Elect Director Silvio Napoli	Mgmt	For	For	For
1c	Elect Director Gregory R. Page	Mgmt	For	For	For
1d	Elect Director Sandra Pinalto	Mgmt	For	For	For
1e	Elect Director Robert V. Pragada	Mgmt	For	For	For
1f	Elect Director Lori J. Ryerkerk	Mgmt	For	For	For
1g	Elect Director Gerald B. Smith	Mgmt	For	For	For
1h	Elect Director Dorothy C. Thompson	Mgmt	For	For	For

## Eaton Corporation plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Darryl L. Wilson	Mgmt	For	For	For
2	Ratify Ernst & Young as Auditors and Authorize Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Authorize Share Repurchase of Issued Share Capital	Mgmt	For	For	For

## Marathon Petroleum Corporation

**Meeting Date:** 04/24/2024

**Country:** USA

**Ticker:** MPC

**Record Date:** 03/01/2024

**Meeting Type:** Annual

**Primary Security ID:** 56585A102

**Shares Voted:** 7,671

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Alkhayyal	Mgmt	For	For	For
1b	Elect Director Jonathan Z. Cohen	Mgmt	For	For	For
1c	Elect Director Michael J. Hennigan	Mgmt	For	For	For
1d	Elect Director Frank M. Semple	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Certificate of Incorporation to Provide for Officer Exculpation	Mgmt	For	For	For
6	Declassify the Board of Directors	Mgmt	For	For	For
7	Eliminate Supermajority Voting Provisions	Mgmt	For	For	For
8	Adopt Simple Majority Vote	SH	Against	Refer	For

## Intuitive Surgical, Inc.

**Meeting Date:** 04/25/2024

**Country:** USA

**Ticker:** ISRG

**Record Date:** 02/29/2024

**Meeting Type:** Annual

**Primary Security ID:** 46120E602

# Intuitive Surgical, Inc.

Shares Voted: 680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	For	For
1b	Elect Director Joseph C. Beery	Mgmt	For	For	For
1c	Elect Director Lewis Chew	Mgmt	For	For	For
1d	Elect Director Gary S. Guthart	Mgmt	For	For	For
1e	Elect Director Amal M. Johnson	Mgmt	For	For	For
1f	Elect Director Sreelakshmi Kolli	Mgmt	For	For	For
1g	Elect Director Amy L. Ladd	Mgmt	For	For	For
1h	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For	For
1j	Elect Director Monica P. Reed	Mgmt	For	For	For
1k	Elect Director Mark J. Rubash	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Report on Gender/Racial Pay Gap	SH	Against	Refer	Against

# Johnson & Johnson

Meeting Date: 04/25/2024

Country: USA

Ticker: JNJ

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 478160104

Shares Voted: 44,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For	For
1c	Elect Director D. Scott Davis	Mgmt	For	For	For
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For	For
1e	Elect Director Joaquin Duato	Mgmt	For	For	For
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1g	Elect Director Paula A. Johnson	Mgmt	For	For	For
1h	Elect Director Hubert Joly	Mgmt	For	For	For

# Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Mark B. McClellan	Mgmt	For	For	For
1j	Elect Director Anne M. Mulcahy	Mgmt	For	For	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	For	For
1l	Elect Director Nadja Y. West	Mgmt	For	For	For
1m	Elect Director Eugene A. Woods	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH			

# Pfizer Inc.

**Meeting Date:** 04/25/2024      **Country:** USA      **Ticker:** PFE  
**Record Date:** 02/28/2024      **Meeting Type:** Annual  
**Primary Security ID:** 717081103

Shares Voted: 75,889

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

# Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Congruency of Political Spending with Company Stated Values and Priorities	SH	Against	Against	Against
7	Amend Director Resignation Processes *Withdrawn Resolution*	SH			
8	Report on Corporate Contributions	SH	Against	Refer	Against

# Texas Instruments Incorporated

Meeting Date: 04/25/2024

Country: USA

Ticker: TXN

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 882508104

Shares Voted: 26,584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For	For
1b	Elect Director Todd M. Bluedorn	Mgmt	For	For	For
1c	Elect Director Janet F. Clark	Mgmt	For	For	For
1d	Elect Director Carrie S. Cox	Mgmt	For	For	For
1e	Elect Director Martin S. Craighead	Mgmt	For	For	For
1f	Elect Director Reginald DesRoches	Mgmt	For	For	For
1g	Elect Director Curtis C. Farmer	Mgmt	For	For	For
1h	Elect Director Jean M. Hobby	Mgmt	For	For	For
1i	Elect Director Haviv Ilan	Mgmt	For	For	For
1j	Elect Director Ronald Kirk	Mgmt	For	For	For
1k	Elect Director Pamela H. Patsley	Mgmt	For	For	For
1l	Elect Director Robert E. Sanchez	Mgmt	For	For	For
1m	Elect Director Richard K. Templeton	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
6	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Refer	Against

# Corteva, Inc.

**Meeting Date:** 04/26/2024

**Country:** USA

**Ticker:** CTVA

**Record Date:** 03/01/2024

**Meeting Type:** Annual

**Primary Security ID:** 22052L104

**Shares Voted:** 18,938

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	Mgmt	For	For	For
1b	Elect Director Klaus A. Engel	Mgmt	For	For	For
1c	Elect Director David C. Everitt	Mgmt	For	For	For
1d	Elect Director Janet P. Giesselman	Mgmt	For	For	For
1e	Elect Director Karen H. Grimes	Mgmt	For	For	For
1f	Elect Director Michael O. Johanns	Mgmt	For	For	For
1g	Elect Director Rebecca B. Liebert	Mgmt	For	For	For
1h	Elect Director Marcos M. Lutz	Mgmt	For	For	For
1i	Elect Director Charles V. Magro	Mgmt	For	For	For
1j	Elect Director Nayaki R. Nayyar	Mgmt	For	For	For
1k	Elect Director Gregory R. Page	Mgmt	For	For	For
1l	Elect Director Kerry J. Preete	Mgmt	For	For	For
1m	Elect Director Patrick J. Ward	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For

# TechnipFMC plc

**Meeting Date:** 04/26/2024

**Country:** United Kingdom

**Ticker:** FTI

**Record Date:** 03/04/2024

**Meeting Type:** Annual

**Primary Security ID:** G87110105

**Shares Voted:** 12,234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas J. Pferdehirt	Mgmt	For	For	For
1b	Elect Director Claire S. Farley	Mgmt	For	For	For
1c	Elect Director Eleazar de Carvalho Filho	Mgmt	For	For	For
1d	Elect Director Robert G. Gwin	Mgmt	For	For	For
1e	Elect Director John O'Leary	Mgmt	For	For	For

## TechnipFMC plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Margareth Ovrum	Mgmt	For	For	For
1g	Elect Director Kay G. Priestly	Mgmt	For	For	For
1h	Elect Director John Yearwood	Mgmt	For	For	For
1i	Elect Director Sophie Zurquiyah	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Directors' Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Reappoint PricewaterhouseCoopers LLP as U.K. Statutory Auditors	Mgmt	For	For	For
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

## Citigroup Inc.

**Meeting Date:** 04/30/2024

**Country:** USA

**Ticker:** C

**Record Date:** 03/04/2024

**Meeting Type:** Annual

**Primary Security ID:** 172967424

**Shares Voted:** 69,684

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ellen M. Costello	Mgmt	For	For	For
1b	Elect Director Grace E. Dailey	Mgmt	For	For	For
1c	Elect Director Barbara J. Desoer	Mgmt	For	For	For
1d	Elect Director John C. Dugan	Mgmt	For	For	For
1e	Elect Director Jane N. Fraser	Mgmt	For	For	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For	For
1h	Elect Director S. Leslie Ireland	Mgmt	For	For	For
1i	Elect Director Renee J. James	Mgmt	For	For	For
1j	Elect Director Gary M. Reiner	Mgmt	For	For	For

# Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Diana L. Taylor	Mgmt	For	For	For
1l	Elect Director James S. Turley	Mgmt	For	For	For
1m	Elect Director Casper W. von Koskull	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Respecting Indigenous Peoples' Rights	SH	Against	Refer	Against
7	Amend Director Election Resignation Bylaw *Withdrawn Resolution*	SH			
8	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
10	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	SH	Against	Refer	Against

# First Industrial Realty Trust, Inc.

**Meeting Date:** 04/30/2024

**Country:** USA

**Ticker:** FR

**Record Date:** 03/07/2024

**Meeting Type:** Annual

**Primary Security ID:** 32054K103

**Shares Voted:** 14,024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter E. Baccile	Mgmt	For	For	For
1.2	Elect Director Teresa Bryce Bazemore	Mgmt	For	For	For
1.3	Elect Director Matthew S. Dominski	Mgmt	For	For	For
1.4	Elect Director H. Patrick Hackett, Jr.	Mgmt	For	For	For
1.5	Elect Director Denise A. Olsen	Mgmt	For	For	For
1.6	Elect Director John E. Rau	Mgmt	For	For	For
1.7	Elect Director Marcus L. Smith	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

# International Business Machines Corporation

**Meeting Date:** 04/30/2024

**Country:** USA

**Ticker:** IBM

**Record Date:** 03/01/2024

**Meeting Type:** Annual

**Primary Security ID:** 459200101

**Shares Voted:** 12,155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For	For
1b	Elect Director Thomas Buberl	Mgmt	For	For	For
1c	Elect Director David N. Farr	Mgmt	For	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For	For
1e	Elect Director Michelle J. Howard	Mgmt	For	For	For
1f	Elect Director Arvind Krishna	Mgmt	For	For	For
1g	Elect Director Andrew N. Liveris	Mgmt	For	For	For
1h	Elect Director Frederick William McNabb, III	Mgmt	For	For	For
1i	Elect Director Michael Miebach	Mgmt	For	For	For
1j	Elect Director Martha E. Pollack	Mgmt	For	For	For
1k	Elect Director Peter R. Voser	Mgmt	For	For	For
1l	Elect Director Frederick H. Waddell	Mgmt	For	For	For
1m	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against	Against
5	Report on Risks Related to Operations in China	SH	Against	Refer	Against
6	Provide Right to Act by Written Consent	SH	Against	Against	Against
7	Report on Climate Lobbying	SH	Against	Refer	Against
8	Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	SH	Against	Refer	Against

# CNA Financial Corporation

**Meeting Date:** 05/01/2024

**Country:** USA

**Ticker:** CNA

**Record Date:** 03/05/2024

**Meeting Type:** Annual

**Primary Security ID:** 126117100

# CNA Financial Corporation

Shares Voted: 7,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. Bless	Mgmt	For	Withhold	Withhold
1.2	Elect Director Jose O. Montemayor	Mgmt	For	Withhold	Withhold
1.3	Elect Director Don M. Randel	Mgmt	For	Withhold	Withhold
1.4	Elect Director Andre Rice	Mgmt	For	Withhold	Withhold
1.5	Elect Director Dino E. Robusto	Mgmt	For	Withhold	Withhold
1.6	Elect Director Kenneth I. Siegel	Mgmt	For	Withhold	Withhold
1.7	Elect Director Andrew H. Tisch	Mgmt	For	Withhold	Withhold
1.8	Elect Director Benjamin J. Tisch	Mgmt	For	Withhold	Withhold
1.9	Elect Director James S. Tisch	Mgmt	For	Withhold	Withhold
1.10	Elect Director Jane J. Wang	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Amend Certificate of Incorporation to Update the Exculpation Provision	Mgmt	For	Against	Against
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

# First Citizens BancShares, Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: FCNCA

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 31946M103

Shares Voted: 676

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ellen R. Alemany	Mgmt	For	For	For
1.2	Elect Director John M. Alexander, Jr.	Mgmt	For	For	For
1.3	Elect Director Victor E. Bell, III	Mgmt	For	Withhold	Withhold
1.4	Elect Director Peter M. Bristow	Mgmt	For	For	For
1.5	Elect Director Hope H. Bryant	Mgmt	For	For	For
1.6	Elect Director Michael A. Carpenter	Mgmt	For	For	For
1.7	Elect Director H. Lee Durham, Jr.	Mgmt	For	Withhold	Withhold
1.8	Elect Director Eugene Flood, Jr.	Mgmt	For	For	For
1.9	Elect Director Frank B. Holding, Jr.	Mgmt	For	For	For
1.10	Elect Director Robert R. Hoppe	Mgmt	For	For	For
1.11	Elect Director David G. Leitch	Mgmt	For	For	For

## First Citizens BancShares, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Robert E. Mason, IV	Mgmt	For	Withhold	Withhold
1.13	Elect Director Robert T. Newcomb	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	SH	Against	Against	Against

## PepsiCo, Inc.

**Meeting Date:** 05/01/2024

**Country:** USA

**Ticker:** PEP

**Record Date:** 03/01/2024

**Meeting Type:** Annual

**Primary Security ID:** 713448108

**Shares Voted:** 8,306

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For	For
1b	Elect Director Jennifer Bailey	Mgmt	For	For	For
1c	Elect Director Cesar Conde	Mgmt	For	For	For
1d	Elect Director Ian Cook	Mgmt	For	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For	For
1f	Elect Director Susan M. Diamond	Mgmt	For	For	For
1g	Elect Director Dina Dublon	Mgmt	For	For	For
1h	Elect Director Michelle Gass	Mgmt	For	For	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For	For
1k	Elect Director David C. Page	Mgmt	For	For	For
1l	Elect Director Robert C. Pohlad	Mgmt	For	For	For
1m	Elect Director Daniel Vasella	Mgmt	For	For	For
1n	Elect Director Darren Walker	Mgmt	For	For	For
1o	Elect Director Alberto Weisser	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
7	Amend Bylaws to Adopt a Director Election Resignation	SH	Against	Against	Against
8	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	Refer	Against
9	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	Refer	Against
10	Report on Third-Party Racial Equity Audit	SH	Against	Refer	Against
11	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
12	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against	Against

## The Coca-Cola Company

**Meeting Date:** 05/01/2024

**Country:** USA

**Ticker:** KO

**Record Date:** 03/04/2024

**Meeting Type:** Annual

**Primary Security ID:** 191216100

**Shares Voted:** 54,338

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For	For
1.2	Elect Director Marc Bolland	Mgmt	For	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For	For
1.4	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.5	Elect Director Barry Diller	Mgmt	For	For	For
1.6	Elect Director Carolyn Everson	Mgmt	For	For	For
1.7	Elect Director Helene D. Gayle	Mgmt	For	For	For
1.8	Elect Director Thomas S. Gayner	Mgmt	For	For	For
1.9	Elect Director Alexis M. Herman	Mgmt	For	For	For
1.10	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1.11	Elect Director Amity Millhiser	Mgmt	For	For	For
1.12	Elect Director James Quincey	Mgmt	For	For	For
1.13	Elect Director Caroline J. Tsay	Mgmt	For	For	For
1.14	Elect Director David B. Weinberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For

# The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
7	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	Refer	Against
8	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	SH	Against	Refer	Against

# Boston Scientific Corporation

**Meeting Date:** 05/02/2024      **Country:** USA      **Ticker:** BSX  
**Record Date:** 03/08/2024      **Meeting Type:** Annual  
**Primary Security ID:** 101137107

**Shares Voted:** 51,161

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1b	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For
1c	Elect Director Edward J. Ludwig	Mgmt	For	For	For
1d	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Susan E. Morano	Mgmt	For	For	For
1g	Elect Director John E. Sununu	Mgmt	For	For	For
1h	Elect Director David S. Wichmann	Mgmt	For	For	For
1i	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Advance Notice Provisions	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

# Capital One Financial Corporation

**Meeting Date:** 05/02/2024      **Country:** USA      **Ticker:** COF  
**Record Date:** 03/06/2024      **Meeting Type:** Annual  
**Primary Security ID:** 14040H105

# Capital One Financial Corporation

Shares Voted: 17,846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Fairbank	Mgmt	For	For	For
1b	Elect Director Ime Archibong	Mgmt	For	For	For
1c	Elect Director Christine Detrick	Mgmt	For	For	For
1d	Elect Director Ann Fritz Hackett	Mgmt	For	For	For
1e	Elect Director Suni P. Harford	Mgmt	For	For	For
1f	Elect Director Peter Thomas Killalea	Mgmt	For	For	For
1g	Elect Director Cornelis Petrus Adrianus Joseph ("Eli") Leenaars	Mgmt	For	For	For
1h	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
1i	Elect Director Peter E. Raskind	Mgmt	For	For	For
1j	Elect Director Eileen Serra	Mgmt	For	For	For
1k	Elect Director Mayo A. Shattuck, III	Mgmt	For	For	For
1l	Elect Director Craig Anthony Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities	SH	Against	Refer	Against
6	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
7	Adopt Director Election Resignation Bylaw	SH	Against	Against	Against

## Ecolab Inc.

Meeting Date: 05/02/2024

Country: USA

Ticker: ECL

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 278865100

Shares Voted: 3,971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judson B. Althoff	Mgmt	For	For	For
1b	Elect Director Shari L. Ballard	Mgmt	For	For	For
1c	Elect Director Christophe Beck	Mgmt	For	For	For
1d	Elect Director Eric M. Green	Mgmt	For	For	For

## Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Arthur J. Higgins	Mgmt	For	For	For
1f	Elect Director Michael Larson	Mgmt	For	For	For
1g	Elect Director David W. MacLennan	Mgmt	For	For	For
1h	Elect Director Tracy B. McKibben	Mgmt	For	For	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1j	Elect Director Victoria J. Reich	Mgmt	For	For	For
1k	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
1l	Elect Director John J. Zillmer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

## Encompass Health Corporation

Meeting Date: 05/02/2024

Country: USA

Ticker: EHC

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 29261A100

Shares Voted: 14,318

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Greg D. Carmichael	Mgmt	For	For	For
1b	Elect Director Edward M. Christie, III	Mgmt	For	For	For
1c	Elect Director Joan E. Herman	Mgmt	For	For	For
1d	Elect Director Leslye G. Katz	Mgmt	For	For	For
1e	Elect Director Patricia A. Maryland	Mgmt	For	For	For
1f	Elect Director Kevin J. O'Connor	Mgmt	For	For	For
1g	Elect Director Christopher R. Reidy	Mgmt	For	For	For
1h	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
1i	Elect Director Mark J. Tarr	Mgmt	For	For	For
1j	Elect Director Terrance Williams	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Effectiveness of the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Refer	Against

# Equifax Inc.

Meeting Date: 05/02/2024

Country: USA

Ticker: EFX

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 294429105

Shares Voted: 7,382

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark W. Begor	Mgmt	For	For	For
1b	Elect Director Mark L. Feidler	Mgmt	For	For	For
1c	Elect Director Karen L. Fichuk	Mgmt	For	For	For
1d	Elect Director G. Thomas Hough	Mgmt	For	For	For
1e	Elect Director Robert D. Marcus	Mgmt	For	For	For
1f	Elect Director Scott A. McGregor	Mgmt	For	For	For
1g	Elect Director John A. McKinley	Mgmt	For	For	For
1h	Elect Director Melissa D. Smith	Mgmt	For	For	For
1i	Elect Director Audrey Boone Tillman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

# Kimberly-Clark Corporation

Meeting Date: 05/02/2024

Country: USA

Ticker: KMB

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 494368103

Shares Voted: 23,701

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sylvia M. Burwell	Mgmt	For	For	For
1.2	Elect Director John W. Culver	Mgmt	For	For	For
1.3	Elect Director Michael D. Hsu	Mgmt	For	For	For
1.4	Elect Director Mae C. Jemison	Mgmt	For	For	For
1.5	Elect Director Deeptha Khanna	Mgmt	For	For	For
1.6	Elect Director S. Todd Maclin	Mgmt	For	For	For
1.7	Elect Director Deirdre A. Mahlan	Mgmt	For	For	For
1.8	Elect Director Sherilyn S. McCoy	Mgmt	For	For	For
1.9	Elect Director Christa S. Quarles	Mgmt	For	For	For
1.10	Elect Director Jaime A. Ramirez	Mgmt	For	For	For
1.11	Elect Director Dunia A. Shive	Mgmt	For	For	For

## Kimberly-Clark Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Mark T. Smucker	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

## United Parcel Service, Inc.

**Meeting Date:** 05/02/2024      **Country:** USA      **Ticker:** UPS  
**Record Date:** 03/05/2024      **Meeting Type:** Annual  
**Primary Security ID:** 911312106

Shares Voted: 25,190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	For	For	For
1b	Elect Director Rodney Adkins	Mgmt	For	For	For
1c	Elect Director Eva Boratto	Mgmt	For	For	For
1d	Elect Director Michael Burns	Mgmt	For	For	For
1e	Elect Director Wayne Hewett	Mgmt	For	For	For
1f	Elect Director Angela Hwang	Mgmt	For	For	For
1g	Elect Director Kate Johnson	Mgmt	For	Against	Against
1h	Elect Director William Johnson	Mgmt	For	Against	Against
1i	Elect Director Franck Moison	Mgmt	For	Against	Against
1j	Elect Director Christiana Smith Shi	Mgmt	For	For	For
1k	Elect Director Russell Stokes	Mgmt	For	Against	Against
1l	Elect Director Kevin Warsh	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Refer	Against
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Refer	Against

# Wynn Resorts, Limited

Meeting Date: 05/02/2024

Country: USA

Ticker: WYNN

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 983134107

Shares Voted: 1,259

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Betsy S. Atkins	Mgmt	For	Refer	Withhold
1.2	Elect Director Paul Liu	Mgmt	For	For	For
1.3	Elect Director Darnell O. Strom	Mgmt	For	Refer	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

# AbbVie Inc.

Meeting Date: 05/03/2024

Country: USA

Ticker: ABBV

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 00287Y109

Shares Voted: 6,392

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Roxanne S. Austin	Mgmt	For	For	For
1b	Elect Director Richard A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Susan E. Quaggin	Mgmt	For	For	For
1d	Elect Director Rebecca B. Roberts	Mgmt	For	Refer	Against
1e	Elect Director Glenn F. Tilton	Mgmt	For	Refer	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	Refer	For
7	Report on Lobbying Payments and Policy	SH	Against	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Refer	Against

# Entergy Corporation

Meeting Date: 05/03/2024

Country: USA

Ticker: ETR

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: 29364G103

Shares Voted: 11,934

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gina F. Adams	Mgmt	For	For	For
1b	Elect Director John H. Black	Mgmt	For	For	For
1c	Elect Director John R. Burbank	Mgmt	For	For	For
1d	Elect Director Kirkland H. Donald	Mgmt	For	For	For
1e	Elect Director Brian W. Ellis	Mgmt	For	For	For
1f	Elect Director Philip L. Frederickson	Mgmt	For	For	For
1g	Elect Director M. Elise Hyland	Mgmt	For	For	For
1h	Elect Director Stuart L. Levenick	Mgmt	For	For	For
1i	Elect Director Blanche L. Lincoln	Mgmt	For	For	For
1j	Elect Director Andrew S. Marsh	Mgmt	For	For	For
1k	Elect Director Karen A. Puckett	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

# Illinois Tool Works Inc.

Meeting Date: 05/03/2024

Country: USA

Ticker: ITW

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 452308109

Shares Voted: 3,901

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For
1b	Elect Director Susan Crown	Mgmt	For	For	For
1c	Elect Director Darrell L. Ford	Mgmt	For	For	For
1d	Elect Director Kelly J. Grier	Mgmt	For	For	For
1e	Elect Director James W. Griffith	Mgmt	For	For	For
1f	Elect Director Jay L. Henderson	Mgmt	For	For	For
1g	Elect Director Jaime Irick	Mgmt	For	For	For
1h	Elect Director Richard H. Lenny	Mgmt	For	For	For
1i	Elect Director Christopher A. O'Herlihy	Mgmt	For	For	For

## Illinois Tool Works Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director E. Scott Santi	Mgmt	For	For	For
1k	Elect Director David B. Smith, Jr.	Mgmt	For	For	For
1l	Elect Director Pamela B. Strobel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against

## Berkshire Hathaway Inc.

**Meeting Date:** 05/04/2024      **Country:** USA      **Ticker:** BRK.B  
**Record Date:** 03/06/2024      **Meeting Type:** Annual  
**Primary Security ID:** 084670702

Shares Voted: 29,020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	For	For
1.2	Elect Director Gregory E. Abel	Mgmt	For	For	For
1.3	Elect Director Howard G. Buffett	Mgmt	For	For	For
1.4	Elect Director Susan A. Buffett	Mgmt	For	For	For
1.5	Elect Director Stephen B. Burke	Mgmt	For	Withhold	Withhold
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold	Withhold
1.7	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.8	Elect Director Susan L. Decker	Mgmt	For	For	For
1.9	Elect Director Charlotte Guyman	Mgmt	For	Withhold	Withhold
1.10	Elect Director Ajit Jain	Mgmt	For	For	For
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	Withhold	Withhold
1.12	Elect Director Ronald L. Olson	Mgmt	For	For	For
1.13	Elect Director Wallace R. Weitz	Mgmt	For	For	For
1.14	Elect Director Meryl B. Witmer	Mgmt	For	For	For
2	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	SH	Against	For	For
3	Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	SH	Against	Refer	Against

## Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
5	Establish a Railroad Safety Committee	SH	Against	Against	Against
6	Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	SH	Against	Refer	Against
7	Report on Risks Related to Operations in China	SH	Against	Refer	Against

## Eli Lilly and Company

**Meeting Date:** 05/06/2024

**Country:** USA

**Ticker:** LLY

**Record Date:** 02/28/2024

**Meeting Type:** Annual

**Primary Security ID:** 532457108

**Shares Voted:** 3,879

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine Baicker	Mgmt	For	For	For
1b	Elect Director J. Erik Fyrwald	Mgmt	For	For	For
1c	Elect Director Jamere Jackson	Mgmt	For	For	For
1d	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Report on Lobbying Payments and Policy	SH	Against	Against	Against
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Refer	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Refer	Against
9	Adopt a Comprehensive Human Rights Policy	SH	Against	Refer	Against

## Moderna, Inc.

**Meeting Date:** 05/06/2024

**Country:** USA

**Ticker:** MRNA

**Record Date:** 03/07/2024

**Meeting Type:** Annual

**Primary Security ID:** 60770K107

## Moderna, Inc.

Shares Voted: 9,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert Langer	Mgmt	For	Against	Against
1b	Elect Director Elizabeth Nabel	Mgmt	For	For	For
1c	Elect Director Elizabeth Tallett	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

## AMETEK, Inc.

Meeting Date: 05/07/2024

Country: USA

Ticker: AME

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 031100100

Shares Voted: 18,696

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tod E. Carpenter	Mgmt	For	For	For
1b	Elect Director Karleen M. Oberton	Mgmt	For	For	For
1c	Elect Director Suzanne L. Stefany	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Bristol-Myers Squibb Company

Meeting Date: 05/07/2024

Country: USA

Ticker: BMY

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: 110122108

Shares Voted: 15,445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For	For
1C	Elect Director Christopher S. Boerner	Mgmt	For	For	For

# Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1D	Elect Director Julia A. Haller	Mgmt	For	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For
1F	Elect Director Paula A. Price	Mgmt	For	For	For
1G	Elect Director Derica W. Rice	Mgmt	For	For	For
1H	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1I	Elect Director Karen H. Vousden	Mgmt	For	For	For
1J	Elect Director Phyllis R. Yale	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against

# Edwards Lifesciences Corporation

**Meeting Date:** 05/07/2024

**Country:** USA

**Ticker:** EW

**Record Date:** 03/08/2024

**Meeting Type:** Annual

**Primary Security ID:** 28176E108

**Shares Voted:** 24,642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie C. Davis	Mgmt	For	For	For
1.2	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.3	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1.4	Elect Director Paul A. LaViolette	Mgmt	For	For	For
1.5	Elect Director Steven R. Loranger	Mgmt	For	For	For
1.6	Elect Director Ramona Sequeira	Mgmt	For	For	For
1.7	Elect Director Nicholas J. Valeriani	Mgmt	For	For	For
1.8	Elect Director Bernard J. Zovighian	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

# Intel Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: INTC

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 458140100

Shares Voted: 81,546

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick P. Gelsinger	Mgmt	For	For	For
1b	Elect Director James J. Goetz	Mgmt	For	For	For
1c	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1d	Elect Director Alyssa H. Henry	Mgmt	For	For	For
1e	Elect Director Omar Ishrak	Mgmt	For	For	For
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Tsu-Jae King Liu	Mgmt	For	For	For
1h	Elect Director Barbara G. Novick	Mgmt	For	For	For
1i	Elect Director Gregory D. Smith	Mgmt	For	For	For
1j	Elect Director Stacy J. Smith	Mgmt	For	For	For
1k	Elect Director Lip-Bu Tan	Mgmt	For	For	For
1l	Elect Director Dion J. Weisler	Mgmt	For	For	For
1m	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Establish Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
5	Report on Opposing State Abortion Regulation	SH	Against	Refer	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

# LKQ Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: LKQ

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 501889208

Shares Voted: 15,341

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick Berard	Mgmt	For	For	For
1b	Elect Director Meg A. Divitto	Mgmt	For	For	For
1c	Elect Director Justin L. Jude	Mgmt	For	For	For

## LKQ Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Blythe J. McGarvie	Mgmt	For	For	For
1e	Elect Director John W. Mendel	Mgmt	For	For	For
1f	Elect Director Jody G. Miller	Mgmt	For	For	For
1g	Elect Director Guhan Subramanian	Mgmt	For	For	For
1h	Elect Director Xavier Urbain	Mgmt	For	For	For
1i	Elect Director Dominick Zarcone	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

## Advanced Micro Devices, Inc.

**Meeting Date:** 05/08/2024

**Country:** USA

**Ticker:** AMD

**Record Date:** 03/13/2024

**Meeting Type:** Annual

**Primary Security ID:** 007903107

**Shares Voted:** 7,704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	For	For
1b	Elect Director Mark Durcan	Mgmt	For	For	For
1c	Elect Director Michael P. Gregoire	Mgmt	For	For	For
1d	Elect Director Joseph A. Householder	Mgmt	For	For	For
1e	Elect Director John W. Marren	Mgmt	For	For	For
1f	Elect Director Jon A. Olson	Mgmt	For	For	For
1g	Elect Director Lisa T. Su	Mgmt	For	For	For
1h	Elect Director Abhi Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Elizabeth W. Vanderslice	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

# CSX Corporation

Meeting Date: 05/08/2024

Country: USA

Ticker: CSX

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 126408103

Shares Voted: 3,963

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna M. Alvarado	Mgmt	For	For	For
1b	Elect Director Thomas P. Bostick	Mgmt	For	For	For
1c	Elect Director Anne H. Chow	Mgmt	For	For	For
1d	Elect Director Steven T. Halverson	Mgmt	For	For	For
1e	Elect Director Paul C. Hilal	Mgmt	For	For	For
1f	Elect Director Joseph R. Hinrichs	Mgmt	For	For	For
1g	Elect Director David M. Moffett	Mgmt	For	For	For
1h	Elect Director Linda H. Riefler	Mgmt	For	For	For
1i	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
1j	Elect Director James L. Wainscott	Mgmt	For	For	For
1k	Elect Director J. Steven Whisler	Mgmt	For	For	For
1l	Elect Director John J. Zillmer	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Establish Railroad Safety Committee	SH	Against	Against	Against

# Gilead Sciences, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: GILD

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 375558103

Shares Voted: 27,246

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For	For
1c	Elect Director Sandra J. Horning	Mgmt	For	For	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	For	For
1e	Elect Director Ted W. Love	Mgmt	For	For	For
1f	Elect Director Harish M. Manwani	Mgmt	For	For	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	For	For

## Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For	For
1i	Elect Director Anthony Welters	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	Against
6	Report on Risks of Supporting Abortion	SH	Against	Refer	Against
7	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against

## Kinder Morgan, Inc.

**Meeting Date:** 05/08/2024

**Country:** USA

**Ticker:** KMI

**Record Date:** 03/11/2024

**Meeting Type:** Annual

**Primary Security ID:** 49456B101

**Shares Voted:** 68,604

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Kinder	Mgmt	For	For	For
1.2	Elect Director Kimberly A. Dang	Mgmt	For	For	For
1.3	Elect Director Amy W. Chronis	Mgmt	For	For	For
1.4	Elect Director Ted A. Gardner	Mgmt	For	For	For
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	For	For	For
1.6	Elect Director Steven J. Kean	Mgmt	For	For	For
1.7	Elect Director Deborah A. Macdonald	Mgmt	For	For	For
1.8	Elect Director Michael C. Morgan	Mgmt	For	For	For
1.9	Elect Director Arthur C. Reichstetter	Mgmt	For	For	For
1.10	Elect Director C. Park Shaper	Mgmt	For	For	For
1.11	Elect Director William A. Smith	Mgmt	For	For	For
1.12	Elect Director Joel V. Staff	Mgmt	For	For	For
1.13	Elect Director Robert F. Vagt	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Kinder Morgan, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Disclose GHG Emissions Reductions Targets	SH	Against	Refer	For

## CME Group Inc.

**Meeting Date:** 05/09/2024      **Country:** USA      **Ticker:** CME  
**Record Date:** 03/11/2024      **Meeting Type:** Annual  
**Primary Security ID:** 12572Q105

Shares Voted: 14,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For	For
1b	Elect Director Kathryn Benesh	Mgmt	For	For	For
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	For	For
1d	Elect Director Charles P. Carey	Mgmt	For	For	For
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	For
1f	Elect Director Harold Ford, Jr.	Mgmt	For	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	For	For
1h	Elect Director Larry G. Gerdes	Mgmt	For	For	For
1i	Elect Director Daniel R. Glickman	Mgmt	For	For	For
1j	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1k	Elect Director Phyllis M. Lockett	Mgmt	For	Against	Against
1l	Elect Director Deborah J. Lucas	Mgmt	For	For	For
1m	Elect Director Terry L. Savage	Mgmt	For	For	For
1n	Elect Director Rahael Seifu	Mgmt	For	For	For
1o	Elect Director William R. Shepard	Mgmt	For	For	For
1p	Elect Director Howard J. Siegel	Mgmt	For	For	For
1q	Elect Director Dennis A. Suskind	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Duke Energy Corporation.

**Meeting Date:** 05/09/2024      **Country:** USA      **Ticker:** DUK  
**Record Date:** 03/11/2024      **Meeting Type:** Annual  
**Primary Security ID:** 26441C204

# Duke Energy Corporation.

Shares Voted: 9,028

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Derrick Burks	Mgmt	For	For	For
1b	Elect Director Annette K. Clayton	Mgmt	For	For	For
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Caroline Dorsa	Mgmt	For	For	For
1f	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1g	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For
1h	Elect Director Lynn J. Good	Mgmt	For	For	For
1i	Elect Director John T. Herron	Mgmt	For	For	For
1j	Elect Director Idalene F. Kesner	Mgmt	For	For	For
1k	Elect Director E. Marie McKee	Mgmt	For	For	For
1l	Elect Director Michael J. Pacilio	Mgmt	For	For	For
1m	Elect Director Thomas E. Skains	Mgmt	For	For	For
1n	Elect Director William E. Webster, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against
6	Report on Financial Statement Assumption and Climate Change	SH	Against	Refer	Against

# Ford Motor Company

Meeting Date: 05/09/2024

Country: USA

Ticker: F

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 345370860

Shares Voted: 193,595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly A. Casiano	Mgmt	For	Against	Against
1b	Elect Director Alexandra Ford English	Mgmt	For	For	For
1c	Elect Director James D. Farley, Jr.	Mgmt	For	For	For
1d	Elect Director Henry Ford, III	Mgmt	For	For	For

## Ford Motor Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director William Clay Ford, Jr.	Mgmt	For	For	For
1f	Elect Director William W. Helman, IV	Mgmt	For	Against	Against
1g	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1h	Elect Director William E. Kennard	Mgmt	For	Against	Against
1i	Elect Director John C. May	Mgmt	For	Against	Against
1j	Elect Director Beth E. Mooney	Mgmt	For	Against	Against
1k	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	Against	Against
1l	Elect Director John L. Thornton	Mgmt	For	Against	Against
1m	Elect Director John B. Veihmeyer	Mgmt	For	Against	Against
1n	Elect Director John S. Weinberg	Mgmt	For	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
6	Report on Reliance on Child Labor in Supply Chain	SH	Against	Refer	Against
7	Report on Sustainable Sourcing Policies	SH	Against	Refer	Against

## Mettler-Toledo International Inc.

**Meeting Date:** 05/09/2024

**Country:** USA

**Ticker:** MTD

**Record Date:** 03/11/2024

**Meeting Type:** Annual

**Primary Security ID:** 592688105

**Shares Voted:** 1,698

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roland Diggelmann	Mgmt	For	For	For
1.2	Elect Director Domitille Doat-Le Bigot	Mgmt	For	For	For
1.3	Elect Director Elisha W. Finney	Mgmt	For	For	For
1.4	Elect Director Richard Francis	Mgmt	For	For	For
1.5	Elect Director Michael A. Kelly	Mgmt	For	For	For
1.6	Elect Director Thomas P. Salice	Mgmt	For	For	For
1.7	Elect Director Wolfgang Wienand	Mgmt	For	For	For
1.8	Elect Director Ingrid Zhang	Mgmt	For	For	For

## Mettler-Toledo International Inc.

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

## Nucor Corporation

**Meeting Date:** 05/09/2024      **Country:** USA      **Ticker:** NUE  
**Record Date:** 03/11/2024      **Meeting Type:** Annual  
**Primary Security ID:** 670346105

Shares Voted: 4,699

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Norma B. Clayton	Mgmt	For	For	For
1.2	Elect Director Patrick J. Dempsey	Mgmt	For	For	For
1.3	Elect Director Nicholas C. Gangestad	Mgmt	For	For	For
1.4	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1.5	Elect Director Laurette T. Koellner	Mgmt	For	For	For
1.6	Elect Director Michael W. Lamach	Mgmt	For	For	For
1.7	Elect Director Leon J. Topalian	Mgmt	For	For	For
1.8	Elect Director Nadja Y. West	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Sempra

**Meeting Date:** 05/09/2024      **Country:** USA      **Ticker:** SRE  
**Record Date:** 03/13/2024      **Meeting Type:** Annual  
**Primary Security ID:** 816851109

Shares Voted: 28,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andres Conesa	Mgmt	For	For	For
1b	Elect Director Pablo A. Ferrero	Mgmt	For	For	For
1c	Elect Director Richard J. Mark	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Martin	Mgmt	For	For	For
1e	Elect Director Bethany J. Mayer	Mgmt	For	For	For

# Sempra

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Michael N. Mears	Mgmt	For	For	For
1g	Elect Director Jack T. Taylor	Mgmt	For	For	For
1h	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1i	Elect Director James C. Yardley	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
5	Report on Steps to Reduce Certain Safety and Environmental Risks	SH	Against	Refer	Against

## Steel Dynamics, Inc.

**Meeting Date:** 05/09/2024

**Country:** USA

**Ticker:** STLD

**Record Date:** 03/18/2024

**Meeting Type:** Annual

**Primary Security ID:** 858119100

**Shares Voted:** 13,530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Mark D. Millett	Mgmt	For	For	For
1B	Elect Director Sheree L. Bargabos	Mgmt	For	For	For
1C	Elect Director Kenneth W. Cornew	Mgmt	For	For	For
1D	Elect Director Traci M. Dolan	Mgmt	For	For	For
1E	Elect Director Jennifer L. Hamann	Mgmt	For	For	For
1F	Elect Director James C. Marcuccilli	Mgmt	For	For	For
1G	Elect Director Bradley S. Seaman	Mgmt	For	For	For
1H	Elect Director Gabriel L. Shaheen	Mgmt	For	For	For
1I	Elect Director Luis M. Sierra	Mgmt	For	For	For
1J	Elect Director Richard P. Teets, Jr.	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting	SH	Against	Against	Against

# United Rentals, Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: URI

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 911363109

Shares Voted: 469

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc A. Bruno	Mgmt	For	For	For
1b	Elect Director Larry D. De Shon	Mgmt	For	For	For
1c	Elect Director Matthew J. Flannery	Mgmt	For	For	For
1d	Elect Director Bobby J. Griffin	Mgmt	For	For	For
1e	Elect Director Kim Harris Jones	Mgmt	For	For	For
1f	Elect Director Terri L. Kelly	Mgmt	For	For	For
1g	Elect Director Michael J. Kneeland	Mgmt	For	For	For
1h	Elect Director Francisco J. Lopez-Balboa	Mgmt	For	For	For
1i	Elect Director Gracia C. Martore	Mgmt	For	For	For
1j	Elect Director Shiv Singh	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	Against	Against

# American Homes 4 Rent

Meeting Date: 05/10/2024

Country: USA

Ticker: AMH

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 02665T306

Shares Voted: 17,380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Matthew J. Hart	Mgmt	For	For	For
1b	Elect Director David P. Singelyn	Mgmt	For	For	For
1c	Elect Director Douglas N. Benham	Mgmt	For	For	For
1d	Elect Director Jack Corrigan	Mgmt	For	For	For
1e	Elect Director David Goldberg	Mgmt	For	For	For
1f	Elect Director Tamara H. Gustavson	Mgmt	For	For	For
1g	Elect Director Michelle C. Kerrick	Mgmt	For	For	For

## American Homes 4 Rent

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director James H. Kropp	Mgmt	For	For	For
1i	Elect Director Lynn C. Swann	Mgmt	For	For	For
1j	Elect Director Winifred M. Webb	Mgmt	For	For	For
1k	Elect Director Jay Willoughby	Mgmt	For	For	For
1l	Elect Director Matthew R. Zaist	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Morningstar, Inc.

**Meeting Date:** 05/10/2024      **Country:** USA      **Ticker:** MORN  
**Record Date:** 03/11/2024      **Meeting Type:** Annual  
**Primary Security ID:** 617700109

Shares Voted: 2,260

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joe Mansueto	Mgmt	For	For	For
1b	Elect Director Kunal Kapoor	Mgmt	For	For	For
1c	Elect Director Robin Diamonte	Mgmt	For	Against	Against
1d	Elect Director Cheryl Francis	Mgmt	For	Against	Against
1e	Elect Director Steve Joynt	Mgmt	For	For	For
1f	Elect Director Steve Kaplan	Mgmt	For	For	For
1g	Elect Director Gail Landis	Mgmt	For	Against	Against
1h	Elect Director Bill Lyons	Mgmt	For	For	For
1i	Elect Director Doniel Sutton	Mgmt	For	Against	Against
1j	Elect Director Caroline Tsay	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## The Progressive Corporation

**Meeting Date:** 05/10/2024      **Country:** USA      **Ticker:** PGR  
**Record Date:** 03/15/2024      **Meeting Type:** Annual  
**Primary Security ID:** 743315103

# The Progressive Corporation

Shares Voted: 21,766

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Danelle M. Barrett	Mgmt	For	For	For
1b	Elect Director Philip Bleser	Mgmt	For	For	For
1c	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	For
1d	Elect Director Pamela J. Craig	Mgmt	For	For	For
1e	Elect Director Charles A. Davis	Mgmt	For	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
1g	Elect Director Lawton W. Fitt	Mgmt	For	For	For
1h	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1i	Elect Director Devin C. Johnson	Mgmt	For	For	For
1j	Elect Director Jeffrey D. Kelly	Mgmt	For	For	For
1k	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1l	Elect Director Kahina Van Dyke	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

# Vulcan Materials Company

Meeting Date: 05/10/2024

Country: USA

Ticker: VMC

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 929160109

Shares Voted: 12,535

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Fanning	Mgmt	For	For	For
1b	Elect Director J. Thomas Hill	Mgmt	For	For	For
1c	Elect Director Cynthia L. Hostetler	Mgmt	For	Refer	Against
1d	Elect Director Richard T. O'Brien	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

# Centene Corporation

Meeting Date: 05/14/2024

Country: USA

Ticker: CNC

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 15135B101

Shares Voted: 13,418

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jessica L. Blume	Mgmt	For	For	For
1b	Elect Director Kenneth A. Burdick	Mgmt	For	For	For
1c	Elect Director Christopher J. Coughlin	Mgmt	For	For	For
1d	Elect Director H. James Dallas	Mgmt	For	For	For
1e	Elect Director Wayne S. DeVeydt	Mgmt	For	For	For
1f	Elect Director Frederick H. Eppinger	Mgmt	For	For	For
1g	Elect Director Monte E. Ford	Mgmt	For	For	For
1h	Elect Director Sarah M. London	Mgmt	For	For	For
1i	Elect Director Lori J. Robinson	Mgmt	For	For	For
1j	Elect Director Theodore R. Samuels	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	Refer	Against

# Honeywell International Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: HON

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 438516106

Shares Voted: 7,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Duncan B. Angove	Mgmt	For	For	For
1c	Elect Director William S. Ayer	Mgmt	For	For	For
1d	Elect Director Kevin Burke	Mgmt	For	For	For
1e	Elect Director D. Scott Davis	Mgmt	For	For	For
1f	Elect Director Deborah Flint	Mgmt	For	For	For
1g	Elect Director Vimal Kapur	Mgmt	For	For	For
1h	Elect Director Michael W. Lamach	Mgmt	For	For	For

## Honeywell International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Rose Lee	Mgmt	For	For	For
1j	Elect Director Grace Lieblein	Mgmt	For	For	For
1k	Elect Director Robin L. Washington	Mgmt	For	For	For
1l	Elect Director Robin Watson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

## Motorola Solutions, Inc.

**Meeting Date:** 05/14/2024      **Country:** USA      **Ticker:** MSI  
**Record Date:** 03/15/2024      **Meeting Type:** Annual  
**Primary Security ID:** 620076307

Shares Voted: 9,795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory Q. Brown	Mgmt	For	For	For
1b	Elect Director Nicole Anasenes	Mgmt	For	For	For
1c	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1d	Elect Director Ayanna M. Howard	Mgmt	For	For	For
1e	Elect Director Clayton M. Jones	Mgmt	For	For	For
1f	Elect Director Judy C. Lewent	Mgmt	For	For	For
1g	Elect Director Gregory K. Mondre	Mgmt	For	For	For
1h	Elect Director Joseph M. Tucci	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For

## Elevance Health, Inc.

**Meeting Date:** 05/15/2024      **Country:** USA      **Ticker:** ELV  
**Record Date:** 03/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** 036752103

## Elevance Health, Inc.

Shares Voted: 8,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis Hay, III	Mgmt	For	For	For
1.2	Elect Director Antonio F. Neri	Mgmt	For	For	For
1.3	Elect Director Ramiro G. Peru	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against

## Fiserv, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: FI

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 337738108

Shares Voted: 24,916

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano	Mgmt	For	For	For
1.2	Elect Director Henrique de Castro	Mgmt	For	For	For
1.3	Elect Director Harry F. DiSimone	Mgmt	For	For	For
1.4	Elect Director Lance M. Fritz	Mgmt	For	For	For
1.5	Elect Director Ajei S. Gopal	Mgmt	For	For	For
1.6	Elect Director Wafaa Mamilli	Mgmt	For	For	For
1.7	Elect Director Heidi G. Miller	Mgmt	For	For	For
1.8	Elect Director Doyle R. Simons	Mgmt	For	For	For
1.9	Elect Director Kevin M. Warren	Mgmt	For	For	For
1.10	Elect Director Charlotte B. Yarkoni	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Halliburton Company

Meeting Date: 05/15/2024

Country: USA

Ticker: HAL

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 406216101

# Halliburton Company

Shares Voted: 13,903

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	For	For
1b	Elect Director William E. Albrecht	Mgmt	For	For	For
1c	Elect Director M. Katherine Banks	Mgmt	For	For	For
1d	Elect Director Alan M. Bennett	Mgmt	For	For	For
1e	Elect Director Earl M. Cummings	Mgmt	For	For	For
1f	Elect Director Murry S. Gerber	Mgmt	For	For	For
1g	Elect Director Robert A. Malone	Mgmt	For	For	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1i	Elect Director Bhavesh V. (Bob) Patel	Mgmt	For	For	For
1j	Elect Director Maurice S. Smith	Mgmt	For	For	For
1k	Elect Director Janet L. Weiss	Mgmt	For	For	For
1l	Elect Director Tobi M. Edwards Young	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

# Host Hotels & Resorts, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: HST

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 44107P104

Shares Voted: 143,714

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary L. Baglivo	Mgmt	For	For	For
1.2	Elect Director Herman E. Bulls	Mgmt	For	For	For
1.3	Elect Director Diana M. Laing	Mgmt	For	For	For
1.4	Elect Director Richard E. Marriott	Mgmt	For	For	For
1.5	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
1.6	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1.7	Elect Director James F. Risoleo	Mgmt	For	For	For
1.8	Elect Director Gordon H. Smith	Mgmt	For	For	For
1.9	Elect Director A. William Stein	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Host Hotels & Resorts, Inc.

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

## Invitation Homes, Inc.

**Meeting Date:** 05/15/2024      **Country:** USA      **Ticker:** INVH  
**Record Date:** 03/20/2024      **Meeting Type:** Annual  
**Primary Security ID:** 46187W107

Shares Voted: 42,228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael D. Fascitelli	Mgmt	For	For	For
1.2	Elect Director Dallas B. Tanner	Mgmt	For	For	For
1.3	Elect Director Jana Cohen Barbe	Mgmt	For	For	For
1.4	Elect Director Richard D. Bronson	Mgmt	For	For	For
1.5	Elect Director Jeffrey E. Kelter	Mgmt	For	For	For
1.6	Elect Director Joseph D. Margolis	Mgmt	For	For	For
1.7	Elect Director John B. Rhea	Mgmt	For	For	For
1.8	Elect Director Janice L. Sears	Mgmt	For	For	For
1.9	Elect Director Frances Aldrich Sevilla-Sacasa	Mgmt	For	For	For
1.10	Elect Director Keith D. Taylor	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Northrop Grumman Corporation

**Meeting Date:** 05/15/2024      **Country:** USA      **Ticker:** NOC  
**Record Date:** 03/19/2024      **Meeting Type:** Annual  
**Primary Security ID:** 666807102

Shares Voted: 7,453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathy J. Warden	Mgmt	For	For	For
1b	Elect Director David P. Abney	Mgmt	For	For	For
1c	Elect Director Marianne C. Brown	Mgmt	For	For	For

# Northrop Grumman Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Ann M. Fudge	Mgmt	For	For	For
1e	Elect Director Madeleine A. Kleiner	Mgmt	For	For	For
1f	Elect Director Arvind Krishna	Mgmt	For	For	For
1g	Elect Director Graham N. Robinson	Mgmt	For	For	For
1h	Elect Director Kimberly A. Ross	Mgmt	For	For	For
1i	Elect Director Gary Roughead	Mgmt	For	For	For
1j	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1k	Elect Director James S. Turley	Mgmt	For	For	For
1l	Elect Director Mark A. Welsh, III	Mgmt	For	For	For
1m	Elect Director Mary A. Winston	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Congruency of Political Spending with Company Stated Values on Human Rights	SH	Against	Against	Against
7	Require Independent Board Chair	SH	Against	Against	Against

# Old Dominion Freight Line, Inc.

**Meeting Date:** 05/15/2024

**Country:** USA

**Ticker:** ODFL

**Record Date:** 03/07/2024

**Meeting Type:** Annual

**Primary Security ID:** 679580100

**Shares Voted:** 3,197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry A. Aaholm	Mgmt	For	For	For
1.2	Elect Director David S. Congdon	Mgmt	For	For	For
1.3	Elect Director John R. Congdon, Jr.	Mgmt	For	For	For
1.4	Elect Director Andrew S. Davis	Mgmt	For	For	For
1.5	Elect Director Kevin M. Freeman	Mgmt	For	For	For
1.6	Elect Director Bradley R. Gabosch	Mgmt	For	For	For
1.7	Elect Director Greg C. Gantt	Mgmt	For	For	For
1.8	Elect Director John D. Kasarda	Mgmt	For	For	For
1.9	Elect Director Cheryl S. Miller	Mgmt	For	For	For

## Old Dominion Freight Line, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Wendy T. Stallings	Mgmt	For	For	For
1.11	Elect Director Thomas A. Stith, III	Mgmt	For	For	For
1.12	Elect Director Leo H. Suggs	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Increase Authorized Common Stock	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For

## The Travelers Companies, Inc.

**Meeting Date:** 05/15/2024      **Country:** USA      **Ticker:** TRV  
**Record Date:** 03/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** 89417E109

**Shares Voted:** 15,606

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Russell G. Golden	Mgmt	For	For	For
1b	Elect Director William J. Kane	Mgmt	For	For	For
1c	Elect Director Thomas B. Leonardi	Mgmt	For	For	For
1d	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1e	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1f	Elect Director Rafael Santana	Mgmt	For	For	For
1g	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For
1h	Elect Director Alan D. Schnitzer	Mgmt	For	For	For
1i	Elect Director Laurie J. Thomsen	Mgmt	For	For	For
1j	Elect Director Bridget van Kralingen	Mgmt	For	For	For
1k	Elect Director David S. Williams	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
4	Report on Methane Emissions	SH	Against	Refer	Against
5	Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	SH	Against	Refer	Against
6	Report on Human Rights Risk in Underwriting	SH	Against	Refer	Against

## The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Consider Pay Disparity Between CEO and Other Employees	SH	Against	Refer	Against

## Universal Health Services, Inc.

**Meeting Date:** 05/15/2024      **Country:** USA      **Ticker:** UHS  
**Record Date:** 03/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** 913903100

Shares Voted: 1,571

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
2	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	SH	Against	For	For

## Valero Energy Corporation

**Meeting Date:** 05/15/2024      **Country:** USA      **Ticker:** VLO  
**Record Date:** 03/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** 91913Y100

Shares Voted: 9,763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred M. Diaz	Mgmt	For	For	For
1b	Elect Director H. Paulett Eberhart	Mgmt	For	For	For
1c	Elect Director Marie A. Ffolkes	Mgmt	For	For	For
1d	Elect Director Joseph W. Gorder	Mgmt	For	For	For
1e	Elect Director Kimberly S. Greene	Mgmt	For	For	For
1f	Elect Director Deborah P. Majoras	Mgmt	For	For	For
1g	Elect Director Eric D. Mullins	Mgmt	For	For	For
1h	Elect Director Robert A. Profusek	Mgmt	For	For	For
1i	Elect Director R. Lane Riggs	Mgmt	For	For	For
1j	Elect Director Randall J. Weisenburger	Mgmt	For	For	For
1k	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

# Valero Energy Corporation

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

# Vertex Pharmaceuticals Incorporated

**Meeting Date:** 05/15/2024      **Country:** USA      **Ticker:** VRTX  
**Record Date:** 03/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** 92532F100

Shares Voted: 7,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sangeeta Bhatia	Mgmt	For	For	For
1.2	Elect Director Lloyd Carney	Mgmt	For	For	For
1.3	Elect Director Alan Garber	Mgmt	For	For	For
1.4	Elect Director Reshma Kewalramani	Mgmt	For	For	For
1.5	Elect Director Michel Lagarde	Mgmt	For	For	For
1.6	Elect Director Jeffrey Leiden	Mgmt	For	For	For
1.7	Elect Director Diana McKenzie	Mgmt	For	For	For
1.8	Elect Director Bruce Sachs	Mgmt	For	For	For
1.9	Elect Director Jennifer Schneider	Mgmt	For	For	For
1.10	Elect Director Nancy Thornberry	Mgmt	For	For	For
1.11	Elect Director Suketu Upadhyay	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Refer	Against

# Lear Corporation

**Meeting Date:** 05/16/2024      **Country:** USA      **Ticker:** LEA  
**Record Date:** 03/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** 521865204

Shares Voted: 10,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mei-Wei Cheng	Mgmt	For	For	For
1b	Elect Director Jonathan F. Foster	Mgmt	For	For	For

## Lear Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Bradley M. Halverson	Mgmt	For	For	For
1d	Elect Director Mary Lou Jepsen	Mgmt	For	For	For
1e	Elect Director Roger A. Krone	Mgmt	For	For	For
1f	Elect Director Patricia L. Lewis	Mgmt	For	For	For
1g	Elect Director Kathleen A. Ligocki	Mgmt	For	For	For
1h	Elect Director Conrad L. Mallett, Jr.	Mgmt	For	For	For
1i	Elect Director Raymond E. Scott	Mgmt	For	For	For
1j	Elect Director Greg C. Smith	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Lennox International Inc.

**Meeting Date:** 05/16/2024      **Country:** USA      **Ticker:** LII  
**Record Date:** 03/25/2024      **Meeting Type:** Annual  
**Primary Security ID:** 526107107

Shares Voted: 606

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry L. Buck	Mgmt	For	Refer	Against
1.2	Elect Director Gregory T. Swienton	Mgmt	For	Refer	Against
1.3	Elect Director Todd J. Teske	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Martin Marietta Materials, Inc.

**Meeting Date:** 05/16/2024      **Country:** USA      **Ticker:** MLM  
**Record Date:** 03/07/2024      **Meeting Type:** Annual  
**Primary Security ID:** 573284106

Shares Voted: 2,937

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	For	For	For
1.2	Elect Director Sue W. Cole	Mgmt	For	For	For
1.3	Elect Director Anthony R. Foxx	Mgmt	For	For	For

## Martin Marietta Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director John J. Koraleski	Mgmt	For	For	For
1.5	Elect Director Mary T. Mack	Mgmt	For	For	For
1.6	Elect Director C. Howard Nye	Mgmt	For	For	For
1.7	Elect Director Laree E. Perez	Mgmt	For	For	For
1.8	Elect Director Thomas H. Pike	Mgmt	For	For	For
1.9	Elect Director Donald W. Slager	Mgmt	For	For	For
1.10	Elect Director David C. Wajsgras	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Otis Worldwide Corporation

**Meeting Date:** 05/16/2024

**Country:** USA

**Ticker:** OTIS

**Record Date:** 03/18/2024

**Meeting Type:** Annual

**Primary Security ID:** 68902V107

**Shares Voted:** 31,886

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For	For
1b	Elect Director Jeffrey H. Black	Mgmt	For	For	For
1c	Elect Director Jill C. Brannon	Mgmt	For	For	For
1d	Elect Director Nelda J. Connors	Mgmt	For	For	For
1e	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1f	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For
1g	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1h	Elect Director Judith F. Marks	Mgmt	For	For	For
1i	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
1j	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
1k	Elect Director John H. Walker	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

# Quest Diagnostics Incorporated

Meeting Date: 05/16/2024

Country: USA

Ticker: DGX

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 74834L100

Shares Voted: 21,678

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James E. Davis	Mgmt	For	For	For
1.2	Elect Director Luis A. Diaz, Jr.	Mgmt	For	For	For
1.3	Elect Director Tracey C. Doi	Mgmt	For	For	For
1.4	Elect Director Vicky B. Gregg	Mgmt	For	For	For
1.5	Elect Director Wright L. Lassiter, III	Mgmt	For	For	For
1.6	Elect Director Timothy L. Main	Mgmt	For	For	For
1.7	Elect Director Denise M. Morrison	Mgmt	For	For	For
1.8	Elect Director Gary M. Pfeiffer	Mgmt	For	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	For	For

# The Home Depot, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: HD

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 437076102

Shares Voted: 11,353

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	For
1b	Elect Director Ari Bousbib	Mgmt	For	For	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	For	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For	For
1f	Elect Director Edward P. Decker	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For

## The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Manuel Kadre	Mgmt	For	For	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
1j	Elect Director Paula Santilli	Mgmt	For	For	For
1k	Elect Director Caryn Seidman-Becker	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	SH	Against	Against	Against
5	Report on Political Spending Congruency	SH	Against	Against	Against
6	Report on Corporate Contributions	SH	Against	Refer	Against
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
8	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	Refer	Against
9	Clawback of Incentive Payments	SH	Against	Refer	Against

## Westinghouse Air Brake Technologies Corporation

**Meeting Date:** 05/16/2024      **Country:** USA      **Ticker:** WAB  
**Record Date:** 03/20/2024      **Meeting Type:** Annual  
**Primary Security ID:** 929740108

**Shares Voted:** 17,684

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda A. Harty	Mgmt	For	Refer	Against
1b	Elect Director Brian P. Hehir	Mgmt	For	For	For
1c	Elect Director Beverley A. Babcock	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Medpace Holdings, Inc.

**Meeting Date:** 05/17/2024      **Country:** USA      **Ticker:** MEDP  
**Record Date:** 03/21/2024      **Meeting Type:** Annual  
**Primary Security ID:** 58506Q109

# Medpace Holdings, Inc.

Shares Voted: 3,988

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred B. Davenport, Jr.	Mgmt	For	Withhold	Withhold
1b	Elect Director Cornelius P. McCarthy, III	Mgmt	For	Withhold	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For

# nVent Electric plc

Meeting Date: 05/17/2024

Country: Ireland

Ticker: NVT

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: G6700G107

Shares Voted: 13,722

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sherry A. Aaholm	Mgmt	For	For	For
1b	Elect Director Jerry W. Burris	Mgmt	For	For	For
1c	Elect Director Susan M. Cameron	Mgmt	For	For	For
1d	Elect Director Michael L. Ducker	Mgmt	For	For	For
1e	Elect Director Danita K. Ostling	Mgmt	For	For	For
1f	Elect Director Nicola Palmer	Mgmt	For	For	For
1g	Elect Director Herbert K. Parker	Mgmt	For	For	For
1h	Elect Director Greg Scheu	Mgmt	For	For	For
1i	Elect Director Beth A. Wozniak	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Authorize Board to Issue of Shares under Irish Law	Mgmt	For	For	For
5	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
6	Authorize Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

## JPMorgan Chase & Co.

**Meeting Date:** 05/21/2024

**Country:** USA

**Ticker:** JPM

**Record Date:** 03/22/2024

**Meeting Type:** Annual

**Primary Security ID:** 46625H100

**Shares Voted:** 13,399

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For
1b	Elect Director Stephen B. Burke	Mgmt	For	For	For
1c	Elect Director Todd A. Combs	Mgmt	For	For	For
1d	Elect Director Alicia Boler Davis	Mgmt	For	For	For
1e	Elect Director James Dimon	Mgmt	For	For	For
1f	Elect Director Alex Gorsky	Mgmt	For	For	For
1g	Elect Director Mellody Hobson	Mgmt	For	For	For
1h	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1i	Elect Director Virginia M. Rometty	Mgmt	For	For	For
1j	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Impacts of JPMC's Climate Transition Policies	SH	Against	Refer	Against
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	Refer	Against
8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	Against	Against
9	Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Against	Refer	Against
10	Submit Severance Agreement to Shareholder Vote	SH	Against	Refer	Against
11	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

## Principal Financial Group, Inc.

**Meeting Date:** 05/21/2024

**Country:** USA

**Ticker:** PFG

**Record Date:** 03/27/2024

**Meeting Type:** Annual

**Primary Security ID:** 74251V102

# Principal Financial Group, Inc.

Shares Voted: 6,864

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger C. Hochschild	Mgmt	For	Refer	Against
1.2	Elect Director Daniel J. Houston	Mgmt	For	For	For
1.3	Elect Director Diane C. Nordin	Mgmt	For	For	For
1.4	Elect Director Alfredo Rivera	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

# Amazon.com, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: AMZN

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 023135106

Shares Voted: 123,549

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Brad D. Smith	Mgmt	For	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Establish a Public Policy Committee	SH	Against	Against	Against
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
6	Report on Customer Due Diligence	SH	Against	Refer	Against

## Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Lobbying Payments and Policy	SH	Against	Against	Against
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Refer	Against
9	Report on Viewpoint Discrimination	SH	Against	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	Refer	Against
11	Report on Efforts to Reduce Plastic Use	SH	Against	Refer	Against
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	Refer	Against
13	Disclose All Material Scope 3 GHG Emissions	SH	Against	Refer	Against
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	Refer	Against
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against
16	Establish a Board Committee on Artificial Intelligence	SH	Against	Against	Against
17	Commission a Third Party Audit on Working Conditions	SH	Against	Refer	Against

## DexCom, Inc.

**Meeting Date:** 05/22/2024

**Country:** USA

**Ticker:** DXCM

**Record Date:** 03/27/2024

**Meeting Type:** Annual

**Primary Security ID:** 252131107

**Shares Voted:** 2,825

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin R. Sayer	Mgmt	For	For	For
1.2	Elect Director Steven R. Altman	Mgmt	For	For	For
1.3	Elect Director Nicholas Augustinos	Mgmt	For	For	For
1.4	Elect Director Richard A. Collins	Mgmt	For	For	For
1.5	Elect Director Karen Dahut	Mgmt	For	For	For
1.6	Elect Director Rimma Driscoll	Mgmt	For	For	For
1.7	Elect Director Mark G. Foletta	Mgmt	For	For	For
1.8	Elect Director Bridgette P. Heller	Mgmt	For	For	For
1.9	Elect Director Kyle Malady	Mgmt	For	For	For

## DexCom, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Eric J. Topol	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Median Gender/Racial Pay Gap	SH	Against	Refer	Against
5	Report on Political Contributions	SH	Against	Against	Against

## Neurocrine Biosciences, Inc.

**Meeting Date:** 05/22/2024      **Country:** USA      **Ticker:** NBIX  
**Record Date:** 03/25/2024      **Meeting Type:** Annual  
**Primary Security ID:** 64125C109

Shares Voted: 2,989

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William H. Rastetter	Mgmt	For	For	For
1.2	Elect Director George J. Morrow	Mgmt	For	Refer	Withhold
1.3	Elect Director Leslie V. Norwalk	Mgmt	For	Refer	Withhold
1.4	Elect Director Christine A. Poon	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Ross Stores, Inc.

**Meeting Date:** 05/22/2024      **Country:** USA      **Ticker:** ROST  
**Record Date:** 03/26/2024      **Meeting Type:** Annual  
**Primary Security ID:** 778296103

Shares Voted: 21,989

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Balmuth	Mgmt	For	For	For
1b	Elect Director K. Gunnar Bjorklund	Mgmt	For	For	For
1c	Elect Director Michael J. Bush	Mgmt	For	For	For
1d	Elect Director Edward G. Cannizzaro	Mgmt	For	For	For
1e	Elect Director Sharon D. Garrett	Mgmt	For	For	For
1f	Elect Director Michael J. Hartshorn	Mgmt	For	For	For

## Ross Stores, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Stephen D. Milligan	Mgmt	For	For	For
1h	Elect Director Patricia H. Mueller	Mgmt	For	For	For
1i	Elect Director George P. Orban	Mgmt	For	For	For
1j	Elect Director Barbara Rentler	Mgmt	For	For	For
1k	Elect Director Doniel N. Sutton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Disclose All Material Value Chain GHG Emissions	SH	Against	Refer	Against

## Xcel Energy Inc.

**Meeting Date:** 05/22/2024

**Country:** USA

**Ticker:** XEL

**Record Date:** 03/25/2024

**Meeting Type:** Annual

**Primary Security ID:** 98389B100

**Shares Voted:** 39,702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Burkhart	Mgmt	For	For	For
1b	Elect Director Lynn Casey	Mgmt	For	For	For
1c	Elect Director Bob Frenzel	Mgmt	For	For	For
1d	Elect Director Netha Johnson	Mgmt	For	For	For
1e	Elect Director Patricia Kampling	Mgmt	For	For	For
1f	Elect Director George Kehl	Mgmt	For	For	For
1g	Elect Director Richard O'Brien	Mgmt	For	For	For
1h	Elect Director Charles Pardee	Mgmt	For	For	For
1i	Elect Director Christopher Policinski	Mgmt	For	For	For
1j	Elect Director James Prokopanko	Mgmt	For	For	For
1k	Elect Director Timothy Welsh	Mgmt	For	For	For
1l	Elect Director Kim Williams	Mgmt	For	For	For
1m	Elect Director Daniel Yohannes	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

# Zoetis Inc.

**Meeting Date:** 05/22/2024

**Country:** USA

**Ticker:** ZTS

**Record Date:** 03/28/2024

**Meeting Type:** Annual

**Primary Security ID:** 98978V103

**Shares Voted:** 12,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	Mgmt	For	For	For
1b	Elect Director Vanessa Broadhurst	Mgmt	For	For	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1d	Elect Director Gavin D.K. Hattersley	Mgmt	For	For	For
1e	Elect Director Sanjay Khosla	Mgmt	For	For	For
1f	Elect Director Antoinette R. Leatherberry	Mgmt	For	For	For
1g	Elect Director Michael B. McCallister	Mgmt	For	For	For
1h	Elect Director Gregory Norden	Mgmt	For	For	For
1i	Elect Director Louise M. Parent	Mgmt	For	For	For
1j	Elect Director Kristin C. Peck	Mgmt	For	For	For
1k	Elect Director Willie M. Reed	Mgmt	For	For	For
1l	Elect Director Robert W. Scully	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

# American Financial Group, Inc.

**Meeting Date:** 05/23/2024

**Country:** USA

**Ticker:** AFG

**Record Date:** 03/28/2024

**Meeting Type:** Annual

**Primary Security ID:** 025932104

**Shares Voted:** 3,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carl H. Lindner, III	Mgmt	For	For	For
1.2	Elect Director S. Craig Lindner	Mgmt	For	For	For
1.3	Elect Director John B. Berding	Mgmt	For	For	For
1.4	Elect Director James E. Evans	Mgmt	For	For	For
1.5	Elect Director Gregory G. Joseph	Mgmt	For	For	For

## American Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Mary Beth Martin	Mgmt	For	For	For
1.7	Elect Director Amy Y. Murray	Mgmt	For	For	For
1.8	Elect Director Roger K. Newport	Mgmt	For	For	For
1.9	Elect Director Evans N. Nwankwo	Mgmt	For	For	For
1.10	Elect Director William W. Verity	Mgmt	For	For	For
1.11	Elect Director John I. Von Lehman	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

## Archer-Daniels-Midland Company

**Meeting Date:** 05/23/2024

**Country:** USA

**Ticker:** ADM

**Record Date:** 04/04/2024

**Meeting Type:** Annual

**Primary Security ID:** 039483102

**Shares Voted:** 23,767

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael S. Burke	Mgmt	For	For	For
1b	Elect Director Theodore Colbert	Mgmt	For	For	For
1c	Elect Director James C. Collins, Jr.	Mgmt	For	For	For
1d	Elect Director Terrell K. Crews	Mgmt	For	For	For
1e	Elect Director Ellen de Brabander	Mgmt	For	For	For
1f	Elect Director Suzan F. Harrison	Mgmt	For	For	For
1g	Elect Director Juan R. Luciano	Mgmt	For	For	For
1h	Elect Director Patrick J. Moore	Mgmt	For	For	For
1i	Elect Director Debra A. Sandler	Mgmt	For	For	For
1j	Elect Director Lei Z. Schlitz	Mgmt	For	For	For
1k	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

# Cheniere Energy, Inc.

**Meeting Date:** 05/23/2024

**Country:** USA

**Ticker:** LNG

**Record Date:** 04/08/2024

**Meeting Type:** Annual

**Primary Security ID:** 16411R208

**Shares Voted:** 14,824

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1a	Elect Director G. Andrea Botta	Mgmt	For	For	For
1b	Elect Director Jack A. Fusco	Mgmt	For	For	For
1c	Elect Director Patricia K. Collawn	Mgmt	For	For	For
1d	Elect Director Brian E. Edwards	Mgmt	For	For	For
1e	Elect Director Denise Gray	Mgmt	For	For	For
1f	Elect Director Lorraine Mitchelmore	Mgmt	For	For	For
1g	Elect Director Scott Peak	Mgmt	For	For	For
1h	Elect Director Donald F. Robillard, Jr.	Mgmt	For	For	For
1i	Elect Director Neal A. Shear	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	For	For	For

# Equinix, Inc.

**Meeting Date:** 05/23/2024

**Country:** USA

**Ticker:** EQIX

**Record Date:** 03/26/2024

**Meeting Type:** Annual

**Primary Security ID:** 29444U700

**Shares Voted:** 1,700

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Nanci Caldwell	Mgmt	For	For	For
1b	Elect Director Ataire Fox-Martin	Mgmt	For	For	For
1c	Elect Director Gary Hromadko	Mgmt	For	For	For
1d	Elect Director Charles Meyers	Mgmt	For	For	For
1e	Elect Director Thomas Olinger	Mgmt	For	For	For
1f	Elect Director Christopher Paisley	Mgmt	For	For	For
1g	Elect Director Jeetu Patel	Mgmt	For	For	For
1h	Elect Director Sandra Rivera	Mgmt	For	For	For
1i	Elect Director Fidelma Russo	Mgmt	For	For	For

## Equinix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Peter Van Camp	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Kinsale Capital Group, Inc.

**Meeting Date:** 05/23/2024      **Country:** USA      **Ticker:** KNSL  
**Record Date:** 03/26/2024      **Meeting Type:** Annual  
**Primary Security ID:** 49714P108

Shares Voted: 2,206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven J. Bensinger	Mgmt	For	For	For
1b	Elect Director Teresa P. Chia	Mgmt	For	For	For
1c	Elect Director Robert V. Hatcher, III	Mgmt	For	For	For
1d	Elect Director Michael P. Kehoe	Mgmt	For	For	For
1e	Elect Director Anne C. Kronenberg	Mgmt	For	For	For
1f	Elect Director Robert Lippincott, III	Mgmt	For	For	For
1g	Elect Director James J. Ritchie	Mgmt	For	For	For
1h	Elect Director Frederick L. Russell, Jr.	Mgmt	For	For	For
1i	Elect Director Gregory M. Share	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Certificate of Incorporation to Include Officer Exculpation	Mgmt	For	Against	Against
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Morgan Stanley

**Meeting Date:** 05/23/2024      **Country:** USA      **Ticker:** MS  
**Record Date:** 03/25/2024      **Meeting Type:** Annual  
**Primary Security ID:** 617446448

Shares Voted: 28,084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Butler	Mgmt	For	For	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1c	Elect Director James P. Gorman	Mgmt	For	For	For
1d	Elect Director Robert H. Herz	Mgmt	For	For	For
1e	Elect Director Erika H. James	Mgmt	For	For	For
1f	Elect Director Hironori Kamezawa	Mgmt	For	For	For
1g	Elect Director Shelley B. Leibowitz	Mgmt	For	For	For
1h	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1i	Elect Director Jami Miscik	Mgmt	For	For	For
1j	Elect Director Masato Miyachi	Mgmt	For	For	For
1k	Elect Director Dennis M. Nally	Mgmt	For	For	For
1l	Elect Director Edward (Ted) Pick	Mgmt	For	For	For
1m	Elect Director Mary L. Schapiro	Mgmt	For	For	For
1n	Elect Director Perry M. Traquina	Mgmt	For	For	For
1o	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	SH	Against	Against	Against
6	Report on Lobbying Payments and Policy	SH	Against	Against	Against
7	Report on Clean Energy Supply Financing Ratio	SH	Against	Refer	Against

Pinterest, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: PINS

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 72352L106

Shares Voted: 13,083

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fredric G. Reynolds	Mgmt	For	For	For

## Pinterest, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Scott Schenkel	Mgmt	For	For	For
1c	Elect Director Andrea Wishom	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## SBA Communications Corporation

**Meeting Date:** 05/23/2024      **Country:** USA      **Ticker:** SBAC  
**Record Date:** 03/22/2024      **Meeting Type:** Annual  
**Primary Security ID:** 78410G104

Shares Voted: 7,024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brendan T. Cavanagh	Mgmt	For	For	For
1.2	Elect Director Mary S. Chan	Mgmt	For	Refer	Against
1.3	Elect Director Jay L. Johnson	Mgmt	For	Refer	Against
1.4	Elect Director George R. Krouse, Jr.	Mgmt	For	Refer	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## ServiceNow, Inc.

**Meeting Date:** 05/23/2024      **Country:** USA      **Ticker:** NOW  
**Record Date:** 03/26/2024      **Meeting Type:** Annual  
**Primary Security ID:** 81762P102

Shares Voted: 5,679

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah Black	Mgmt	For	For	For
1b	Elect Director Susan L. Bostrom	Mgmt	For	For	For
1c	Elect Director Teresa Briggs	Mgmt	For	For	For
1d	Elect Director Jonathan C. Chadwick	Mgmt	For	For	For
1e	Elect Director Paul E. Chamberlain	Mgmt	For	For	For
1f	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	For	For
1g	Elect Director Frederic B. Luddy	Mgmt	For	For	For
1h	Elect Director William R. "Bill" McDermott	Mgmt	For	For	For

## ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1j	Elect Director Joseph "Larry" Quinlan	Mgmt	For	For	For
1k	Elect Director Anita M. Sands	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	Refer	For

## Skechers U.S.A., Inc.

**Meeting Date:** 05/23/2024      **Country:** USA      **Ticker:** SKX  
**Record Date:** 03/26/2024      **Meeting Type:** Annual  
**Primary Security ID:** 830566105

Shares Voted: 11,544

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Greenberg	Mgmt	For	For	For
1.2	Elect Director Morton Erlich	Mgmt	For	Refer	Withhold
2	Disclose Timeline for Measuring and Disclosing Full Value Chain Emissions	SH	Against	Refer	Against

## Voya Financial, Inc.

**Meeting Date:** 05/23/2024      **Country:** USA      **Ticker:** VOYA  
**Record Date:** 03/27/2024      **Meeting Type:** Annual  
**Primary Security ID:** 929089100

Shares Voted: 4,974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lynne Biggar	Mgmt	For	For	For
1b	Elect Director Stephen Bowman	Mgmt	For	For	For
1c	Elect Director Yvette S. Butler	Mgmt	For	For	For
1d	Elect Director Jane P. Chwick	Mgmt	For	For	For
1e	Elect Director Kathleen DeRose	Mgmt	For	For	For
1f	Elect Director Hikmet Ersek	Mgmt	For	For	For
1g	Elect Director Ruth Ann M. Gillis	Mgmt	For	For	For
1h	Elect Director Heather Lavallee	Mgmt	For	For	For
1i	Elect Director Robert G. Leary	Mgmt	For	For	For

## Voya Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Aylwin B. Lewis	Mgmt	For	For	For
1k	Elect Director Joseph V. Tripodi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Welltower Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: WELL

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 95040Q104

Shares Voted: 7,764

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth J. Bacon	Mgmt	For	For	For
1b	Elect Director Karen B. DeSalvo	Mgmt	For	For	For
1c	Elect Director Dennis G. Lopez	Mgmt	For	For	For
1d	Elect Director Shankh Mitra	Mgmt	For	For	For
1e	Elect Director Ade J. Patton	Mgmt	For	For	For
1f	Elect Director Diana W. Reid	Mgmt	For	For	For
1g	Elect Director Sergio D. Rivera	Mgmt	For	For	For
1h	Elect Director Johnese M. Spisso	Mgmt	For	For	For
1i	Elect Director Kathryn M. Sullivan	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Increase Authorized Common Stock	Mgmt	For	For	For

## Wingstop Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: WING

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 974155103

## Wingstop Inc.

Shares Voted: 2,338

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kate S. Lavelle	Mgmt	For	Withhold	Withhold
1.2	Elect Director Kilandigalu (Kay) M. Madati	Mgmt	For	Withhold	Withhold
1.3	Elect Director Michael J. Skipworth	Mgmt	For	Withhold	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Report on GHG Emissions Reduction Targets	SH	Against	For	For

## The Trade Desk, Inc.

Meeting Date: 05/28/2024

Country: USA

Ticker: TTD

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 88339J105

Shares Voted: 14,091

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Samantha Jacobson	Mgmt	For	For	For
1.2	Elect Director Gokul Rajaram	Mgmt	For	Withhold	Withhold
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Chevron Corporation

Meeting Date: 05/29/2024

Country: USA

Ticker: CVX

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 166764100

Shares Voted: 6,755

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For

# Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director John B. Frank	Mgmt	For	For	For
1c	Elect Director Alice P. Gast	Mgmt	For	For	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1g	Elect Director Charles W. Moorman	Mgmt	For	For	For
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For	For
1j	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Analyzing the Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Refer	Against
5	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	Refer	Against
6	Commission Third Party Assessment on Company's Human Rights Policies	SH	Against	Refer	Against
7	Publish a Tax Transparency Report	SH	Against	Refer	Against

# Exxon Mobil Corporation

**Meeting Date:** 05/29/2024      **Country:** USA      **Ticker:** XOM  
**Record Date:** 04/03/2024      **Meeting Type:** Annual  
**Primary Security ID:** 30231G102

**Shares Voted:** 12,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For	For
1.2	Elect Director Angela F. Braly	Mgmt	For	For	For
1.3	Elect Director Gregory J. Goff	Mgmt	For	For	For
1.4	Elect Director John D. Harris, II	Mgmt	For	For	For
1.5	Elect Director Kaisa H. Hietala	Mgmt	For	For	For
1.6	Elect Director Joseph L. Hooley	Mgmt	For	For	For
1.7	Elect Director Steven A. Kandarian	Mgmt	For	For	For

# Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1.9	Elect Director Lawrence W. Kellner	Mgmt	For	For	For
1.10	Elect Director Dina Powell McCormick	Mgmt	For	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	For	For
1.12	Elect Director Darren W. Woods	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Revisit Executive Pay Incentives for GHG Emission Reductions	SH	Against	Refer	Against
5	Report on Median Gender/Racial Pay Gaps	SH	Against	Refer	Against
6	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	Refer	Against
7	Report on Social Impact from Plant Closure or Energy Transition	SH	Against	Refer	Against

# Meta Platforms, Inc.

**Meeting Date:** 05/29/2024

**Country:** USA

**Ticker:** META

**Record Date:** 04/01/2024

**Meeting Type:** Annual

**Primary Security ID:** 30303M102

**Shares Voted:** 27,311

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Withhold	Withhold
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold
1.3	Elect Director John Arnold	Mgmt	For	For	For
1.4	Elect Director Andrew W. Houston	Mgmt	For	Withhold	Withhold
1.5	Elect Director Nancy Killefer	Mgmt	For	For	For
1.6	Elect Director Robert M. Kimmitt	Mgmt	For	For	For
1.7	Elect Director Hock E. Tan	Mgmt	For	For	For
1.8	Elect Director Tracey T. Travis	Mgmt	For	For	For
1.9	Elect Director Tony Xu	Mgmt	For	Withhold	Withhold
1.10	Elect Director Mark Zuckerberg	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

## Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	Refer	For
6	Report on Generative AI Misinformation and Disinformation Risks	SH	Against	Refer	Against
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	Refer	For
8	Report on Human Rights Risks in Non-US Markets	SH	Against	Refer	Against
9	Amend Corporate Governance Guidelines	SH	Against	For	For
10	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	Refer	Against
11	Report on Child Safety and Harm Reduction	SH	Against	For	For
12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	SH	Against	Refer	Against
13	Report on Political Advertising and Election Cycle Enhanced Actions	SH	Against	Against	Against
14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	Refer	Against

## NXP Semiconductors N.V.

**Meeting Date:** 05/29/2024

**Country:** Netherlands

**Ticker:** NXPI

**Record Date:** 05/01/2024

**Meeting Type:** Annual

**Primary Security ID:** N6596X109

**Shares Voted:** 999

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board Members	Mgmt	For	For	For
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For	For
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For	For
3d	Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	For	For	For
3e	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	For	For
3f	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For

## NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For
3h	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
9	Approve Remuneration of the Non Executive Members of the Board	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Ferguson Plc

**Meeting Date:** 05/30/2024

**Country:** Jersey

**Ticker:** FERG

**Record Date:** 04/15/2024

**Meeting Type:** Special

**Primary Security ID:** G3421J106

**Shares Voted:** 2,590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Jurisdiction of Incorporation from Jersey to Delaware	Mgmt	For	For	For
2.A	Amend Articles	Mgmt	For	For	For
2.B	Permit Board to Amend Bylaws Without Shareholder Consent	Mgmt	For	For	For
2.C	Authorize Board to Fill Vacancies	Mgmt	For	For	For
2.D	Provide Right to Call a Special Meeting	Mgmt	For	Against	Against
2.E	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
2.F	Amend Exclusive Forum Provision	Mgmt	For	For	For
2.G	Authorize New Class of Preferred Stock	Mgmt	For	Against	Against
2.H	Authorize a New Class of Common Stock	Mgmt	For	For	For

# Lowe's Companies, Inc.

Meeting Date: 05/31/2024

Country: USA

Ticker: LOW

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 548661107

Shares Voted: 9,277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For
1.3	Elect Director Scott H. Baxter	Mgmt	For	For	For
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.8	Elect Director Navdeep Gupta	Mgmt	For	For	For
1.9	Elect Director Brian C. Rogers	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Lawrence Simkins	Mgmt	For	For	For
1.12	Elect Director Colleen Taylor	Mgmt	For	For	For
1.13	Elect Director Mary Beth West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

# UnitedHealth Group Incorporated

Meeting Date: 06/03/2024

Country: USA

Ticker: UNH

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: 91324P102

Shares Voted: 16,236

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	For	For	For
1b	Elect Director Timothy Flynn	Mgmt	For	For	For
1c	Elect Director Paul Garcia	Mgmt	For	For	For
1d	Elect Director Kristen Gil	Mgmt	For	For	For
1e	Elect Director Stephen Hemsley	Mgmt	For	For	For
1f	Elect Director Michele Hooper	Mgmt	For	For	For
1g	Elect Director F. William McNabb, III	Mgmt	For	For	For

# UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	For	For
1i	Elect Director John Noseworthy	Mgmt	For	For	For
1j	Elect Director Andrew Witty	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Refer	Against

# Booking Holdings Inc.

**Meeting Date:** 06/04/2024      **Country:** USA      **Ticker:** BKNG  
**Record Date:** 04/09/2024      **Meeting Type:** Annual  
**Primary Security ID:** 09857L108

**Shares Voted:** 398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1.3	Elect Director Kelly Grier	Mgmt	For	For	For
1.4	Elect Director Wei Hopeman	Mgmt	For	For	For
1.5	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For
1.6	Elect Director Charles H. Noski	Mgmt	For	For	For
1.7	Elect Director Larry Quinlan	Mgmt	For	For	For
1.8	Elect Director Nicholas J. Read	Mgmt	For	For	For
1.9	Elect Director Thomas E. Rothman	Mgmt	For	For	For
1.10	Elect Director Sumit Singh	Mgmt	For	For	For
1.11	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1.12	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Clawback Policy	SH	Against	Refer	Against
5	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Refer	Against

# The TJX Companies, Inc.

**Meeting Date:** 06/04/2024

**Country:** USA

**Ticker:** TJX

**Record Date:** 04/08/2024

**Meeting Type:** Annual

**Primary Security ID:** 872540109

**Shares Voted:** 4,269

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For	For	For
1b	Elect Director Alan M. Bennett	Mgmt	For	For	For
1c	Elect Director Rosemary T. Berkery	Mgmt	For	For	For
1d	Elect Director David T. Ching	Mgmt	For	For	For
1e	Elect Director C. Kim Goodwin	Mgmt	For	For	For
1f	Elect Director Ernie Herrman	Mgmt	For	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For	For
1h	Elect Director Carol Meyrowitz	Mgmt	For	For	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	For	For
1j	Elect Director Charles F. Wagner, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Effectiveness of Social Compliance Efforts in Supply Chain	SH	Against	Refer	Against

# Airbnb, Inc.

**Meeting Date:** 06/05/2024

**Country:** USA

**Ticker:** ABNB

**Record Date:** 04/08/2024

**Meeting Type:** Annual

**Primary Security ID:** 009066101

**Shares Voted:** 12,362

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian Chesky	Mgmt	For	For	For
1.2	Elect Director Angela Ahrendts	Mgmt	For	Withhold	Withhold
1.3	Elect Director Kenneth Chenault	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Against	Against
5	Report on Political Contributions and Expenditures	SH	Against	Against	Against

## Antero Midstream Corporation

**Meeting Date:** 06/05/2024

**Country:** USA

**Ticker:** AM

**Record Date:** 04/15/2024

**Meeting Type:** Annual

**Primary Security ID:** 03676B102

**Shares Voted:** 136,380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael N. Kennedy	Mgmt	For	For	For
1.2	Elect Director Brooks J. Klimley	Mgmt	For	Withhold	Withhold
1.3	Elect Director John C. Mollenkopf	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

## Antero Resources Corporation

**Meeting Date:** 06/05/2024

**Country:** USA

**Ticker:** AR

**Record Date:** 04/15/2024

**Meeting Type:** Annual

**Primary Security ID:** 03674X106

**Shares Voted:** 27,932

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Howard Keenan, Jr.	Mgmt	For	Refer	Withhold
1.2	Elect Director Jacqueline C. Mutschler	Mgmt	For	Refer	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

## Devon Energy Corporation.

**Meeting Date:** 06/05/2024

**Country:** USA

**Ticker:** DVN

**Record Date:** 04/08/2024

**Meeting Type:** Annual

**Primary Security ID:** 25179M103

**Shares Voted:** 62,277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara M. Baumann	Mgmt	For	For	For
1.2	Elect Director John E. Bethancourt	Mgmt	For	For	For
1.3	Elect Director Ann G. Fox	Mgmt	For	For	For

## Devon Energy Corporation.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Gennifer F. Kelly	Mgmt	For	For	For
1.5	Elect Director Kelt Kindick	Mgmt	For	For	For
1.6	Elect Director John Krenicki, Jr.	Mgmt	For	For	For
1.7	Elect Director Karl F. Kurz	Mgmt	For	For	For
1.8	Elect Director Michael N. Mears	Mgmt	For	For	For
1.9	Elect Director Robert A. Mosbacher, Jr.	Mgmt	For	For	For
1.10	Elect Director Richard E. Muncrief	Mgmt	For	For	For
1.11	Elect Director Valerie M. Williams	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against

## FTI Consulting, Inc.

**Meeting Date:** 06/05/2024

**Country:** USA

**Ticker:** FCN

**Record Date:** 03/07/2024

**Meeting Type:** Annual

**Primary Security ID:** 302941109

**Shares Voted:** 6,164

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

# Palantir Technologies, Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: PLTR

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: 69608A108

Shares Voted: 68,808

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander Karp	Mgmt	For	For	For
1.2	Elect Director Stephen Cohen	Mgmt	For	For	For
1.3	Elect Director Peter Thiel	Mgmt	For	For	For
1.4	Elect Director Alexander Moore	Mgmt	For	Withhold	Withhold
1.5	Elect Director Alexandra Schiff	Mgmt	For	Withhold	Withhold
1.6	Elect Director Lauren Friedman Stat	Mgmt	For	For	For
1.7	Elect Director Eric Woersching	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

# Walmart Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: WMT

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: 931142103

Shares Voted: 23,259

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	For	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1c	Elect Director Sarah J. Friar	Mgmt	For	For	For
1d	Elect Director Carla A. Harris	Mgmt	For	For	For
1e	Elect Director Thomas W. Horton	Mgmt	For	For	For
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	For
1h	Elect Director Brian Niccol	Mgmt	For	For	For
1i	Elect Director Gregory B. Penner	Mgmt	For	For	For
1j	Elect Director Randall L. Stephenson	Mgmt	For	For	For
1k	Elect Director Steuart L. Walton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	SH	Against	Refer	Against

## Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	Refer	Against
6	Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	SH	Against	Refer	Against
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	Refer	Against
8	Report on a Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
9	Commission a Third Party Audit on Workplace Safety and Violence	SH	Against	Refer	Against
10	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against

## Chipotle Mexican Grill, Inc.

**Meeting Date:** 06/06/2024      **Country:** USA      **Ticker:** CMG  
**Record Date:** 04/09/2024      **Meeting Type:** Annual  
**Primary Security ID:** 169656105

Shares Voted: 1,176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Albert S. Baldocchi	Mgmt	For	For	For
1.2	Elect Director Matthew A. Carey	Mgmt	For	For	For
1.3	Elect Director Gregg L. Engles	Mgmt	For	For	For
1.4	Elect Director Patricia Fili-Krushel	Mgmt	For	For	For
1.5	Elect Director Laura Fuentes	Mgmt	For	For	For
1.6	Elect Director Mauricio Gutierrez	Mgmt	For	For	For
1.7	Elect Director Robin Hickenlooper	Mgmt	For	For	For
1.8	Elect Director Scott Maw	Mgmt	For	For	For
1.9	Elect Director Brian Niccol	Mgmt	For	For	For
1.10	Elect Director Mary Winston	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Approve 50:1 Stock Split	Mgmt	For	For	For
5	Amend Certificate of Incorporation	Mgmt	For	For	For
6	Commission a Third Party Audit on Working Conditions	SH	Against	Refer	Against
7	Adopt Policy to Not Interfere with Freedom of Association Rights	SH	Against	Refer	Against
8	Report on Adoption of Automation	SH	Against	Refer	Against

## Chipotle Mexican Grill, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Report on Harassment and Discrimination Statistics	SH	Against	Refer	Against

## CoStar Group, Inc.

**Meeting Date:** 06/06/2024      **Country:** USA      **Ticker:** CSGP  
**Record Date:** 04/10/2024      **Meeting Type:** Annual  
**Primary Security ID:** 22160N109

**Shares Voted:** 20,752

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael R. Klein	Mgmt	For	For	For
1b	Elect Director Andrew C. Florance	Mgmt	For	For	For
1c	Elect Director Angelique G. Brunner	Mgmt	For	For	For
1d	Elect Director John W. Hill	Mgmt	For	For	For
1e	Elect Director Laura Cox Kaplan	Mgmt	For	For	For
1f	Elect Director Robert W. Musslewhite	Mgmt	For	For	For
1g	Elect Director Christopher J. Nassetta	Mgmt	For	For	For
1h	Elect Director Louise S. Sams	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Gartner, Inc.

**Meeting Date:** 06/06/2024      **Country:** USA      **Ticker:** IT  
**Record Date:** 04/08/2024      **Meeting Type:** Annual  
**Primary Security ID:** 366651107

**Shares Voted:** 3,755

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter E. Bisson	Mgmt	For	For	For
1b	Elect Director Richard J. Bressler	Mgmt	For	For	For
1c	Elect Director Raul E. Cesan	Mgmt	For	For	For
1d	Elect Director Karen E. Dykstra	Mgmt	For	For	For
1e	Elect Director Diana S. Ferguson	Mgmt	For	For	For
1f	Elect Director Anne Sutherland Fuchs	Mgmt	For	For	For
1g	Elect Director William O. Grabe	Mgmt	For	For	For

## Gartner, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Jose M. Gutierrez	Mgmt	For	For	For
1i	Elect Director Eugene A. Hall	Mgmt	For	For	For
1j	Elect Director Stephen G. Pagliuca	Mgmt	For	For	For
1k	Elect Director Eileen M. Serra	Mgmt	For	For	For
1l	Elect Director James C. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Netflix, Inc.

**Meeting Date:** 06/06/2024

**Country:** USA

**Ticker:** NFLX

**Record Date:** 04/08/2024

**Meeting Type:** Annual

**Primary Security ID:** 64110L106

**Shares Voted:** 9,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For	For	For
1b	Elect Director Mathias Dopfner	Mgmt	For	For	For
1c	Elect Director Reed Hastings	Mgmt	For	For	For
1d	Elect Director Jay C. Hoag	Mgmt	For	For	For
1e	Elect Director Greg Peters	Mgmt	For	For	For
1f	Elect Director Susan E. Rice	Mgmt	For	For	For
1g	Elect Director Ted Sarandos	Mgmt	For	For	For
1h	Elect Director Bradford L. Smith	Mgmt	For	For	For
1i	Elect Director Anne M. Sweeney	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Use of Artificial Intelligence	SH	Against	Refer	Against
5	Establish Committee on Corporate Sustainability	SH	Against	Against	Against
6	Amend Director Election Resignation Bylaw	SH	Against	Against	Against
7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	SH	Against	Against	Against
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

# Comcast Corporation

**Meeting Date:** 06/10/2024

**Country:** USA

**Ticker:** CMCSA

**Record Date:** 04/01/2024

**Meeting Type:** Annual

**Primary Security ID:** 20030N101

**Shares Voted:** 70,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Withhold	Withhold
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For
1.3	Elect Director Madeline S. Bell	Mgmt	For	Withhold	Withhold
1.4	Elect Director Louise F. Brady	Mgmt	For	For	For
1.5	Elect Director Edward D. Breen	Mgmt	For	For	For
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	Withhold	Withhold
1.7	Elect Director Wonya Y. Lucas	Mgmt	For	For	For
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	For
1.9	Elect Director David C. Novak	Mgmt	For	For	For
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Congruency of Political Spending with Company Stated Values	SH	Against	Refer	Against

# HubSpot, Inc.

**Meeting Date:** 06/11/2024

**Country:** USA

**Ticker:** HUBS

**Record Date:** 04/15/2024

**Meeting Type:** Annual

**Primary Security ID:** 443573100

**Shares Voted:** 1,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian Halligan	Mgmt	For	For	For
1b	Elect Director Ron Gill	Mgmt	For	For	For
1c	Elect Director Jill Ward	Mgmt	For	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

# Rexford Industrial Realty, Inc.

Meeting Date: 06/11/2024

Country: USA

Ticker: REXR

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: 76169C100

Shares Voted: 23,618

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert L. Antin	Mgmt	For	For	For
1.2	Elect Director Michael S. Frankel	Mgmt	For	For	For
1.3	Elect Director Diana J. Ingram	Mgmt	For	For	For
1.4	Elect Director Angela L. Kleiman	Mgmt	For	For	For
1.5	Elect Director Debra L. Morris	Mgmt	For	For	For
1.6	Elect Director Tyler H. Rose	Mgmt	For	For	For
1.7	Elect Director Howard Schwimmer	Mgmt	For	For	For
1.8	Elect Director Richard S. Ziman	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

# Synchrony Financial

Meeting Date: 06/11/2024

Country: USA

Ticker: SYF

Record Date: 04/16/2024

Meeting Type: Annual

Primary Security ID: 87165B103

Shares Voted: 27,090

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Doubles	Mgmt	For	For	For
1b	Elect Director Fernando Aguirre	Mgmt	For	For	For
1c	Elect Director Paget L. Alves	Mgmt	For	For	For
1d	Elect Director Kamila Chytil	Mgmt	For	For	For
1e	Elect Director Arthur W. Coviello, Jr.	Mgmt	For	For	For
1f	Elect Director Roy A. Guthrie	Mgmt	For	For	For
1g	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1h	Elect Director P.W. "Bill" Parker	Mgmt	For	For	For
1i	Elect Director Laurel J. Richie	Mgmt	For	For	For
1j	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## Synchrony Financial

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

## TE Connectivity Ltd.

**Meeting Date:** 06/12/2024      **Country:** Switzerland      **Ticker:** TEL  
**Record Date:** 05/23/2024      **Meeting Type:** Special  
**Primary Security ID:** H84989104

Shares Voted: 5,007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Jurisdiction of Incorporation [from Switzerland to Ireland]	Mgmt	For	For	For
2	Approve Reduction of the Share Premium Account	Mgmt	For	For	For

## W. R. Berkley Corporation

**Meeting Date:** 06/12/2024      **Country:** USA      **Ticker:** WRB  
**Record Date:** 04/17/2024      **Meeting Type:** Annual  
**Primary Security ID:** 084423102

Shares Voted: 4,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William R. Berkley	Mgmt	For	For	For
1b	Elect Director Christopher L. Augustini	Mgmt	For	Refer	Against
1c	Elect Director Marie A. Mattson	Mgmt	For	For	For
1d	Elect Director Daniel L. Mosley	Mgmt	For	Refer	Against
1e	Elect Director Mark L. Shapiro	Mgmt	For	Refer	Against
1f	Elect Director Jonathan Talisman	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

# Monster Beverage Corporation

Meeting Date: 06/13/2024

Country: USA

Ticker: MNST

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: 61174X109

Shares Voted: 54,493

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney C. Sacks	Mgmt	For	For	For
1.2	Elect Director Hilton H. Schlosberg	Mgmt	For	For	For
1.3	Elect Director Mark J. Hall	Mgmt	For	For	For
1.4	Elect Director Ana Demel	Mgmt	For	For	For
1.5	Elect Director James L. Dinkins	Mgmt	For	For	For
1.6	Elect Director Gary P. Fayard	Mgmt	For	For	For
1.7	Elect Director Tiffany M. Hall	Mgmt	For	For	For
1.8	Elect Director Jeanne P. Jackson	Mgmt	For	For	For
1.9	Elect Director Steven G. Pizula	Mgmt	For	For	For
1.10	Elect Director Mark S. Vidergauz	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

# Tesla, Inc.

Meeting Date: 06/13/2024

Country: USA

Ticker: TSLA

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 88160R101

Shares Voted: 31,886

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Murdoch	Mgmt	For	Refer	Against
1b	Elect Director Kimbal Musk	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Change State of Incorporation from Delaware to Texas	Mgmt	For	For	For
4	Ratify Performance Based Stock Options to Elon Musk	Mgmt	For	Against	Against
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Declassify the Board of Directors	SH	Against	For	For
7	Adopt Simple Majority Vote	SH	Against	Refer	For

## Tesla, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Harassment and Discrimination Prevention Efforts	SH	Against	For	For
9	Adopt a Non-Interference Policy Respecting Freedom of Association	SH	Against	For	For
10	Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	SH	Against	Refer	Against
11	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Against	Against	Against
12	Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	SH	Against	Refer	Against

## CrowdStrike Holdings, Inc.

**Meeting Date:** 06/18/2024      **Country:** USA      **Ticker:** CRWD  
**Record Date:** 04/22/2024      **Meeting Type:** Annual  
**Primary Security ID:** 22788C105

Shares Voted: 7,482

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roxanne S. Austin	Mgmt	For	For	For
1.2	Elect Director Sameer K. Gandhi	Mgmt	For	For	For
1.3	Elect Director Gerhard Watzinger	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Mastercard Incorporated

**Meeting Date:** 06/18/2024      **Country:** USA      **Ticker:** MA  
**Record Date:** 04/19/2024      **Meeting Type:** Annual  
**Primary Security ID:** 57636Q104

Shares Voted: 1,588

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For

# Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
1k	Elect Director Harit Talwar	Mgmt	For	For	For
1l	Elect Director Lance Uggla	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against	Against
5	Amend Director Election Resignation Bylaw	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Refer	Against
7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	SH	Against	Refer	Against
8	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against

# MetLife, Inc.

**Meeting Date:** 06/18/2024

**Country:** USA

**Ticker:** MET

**Record Date:** 04/19/2024

**Meeting Type:** Annual

**Primary Security ID:** 59156R108

**Shares Voted:** 42,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1b	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1c	Elect Director Carla A. Harris	Mgmt	For	For	For
1d	Elect Director Laura J. Hay	Mgmt	For	For	For
1e	Elect Director David L. Herzog	Mgmt	For	For	For
1f	Elect Director R. Glenn Hubbard	Mgmt	For	For	For
1g	Elect Director Jeh C. Johnson	Mgmt	For	For	For
1h	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1i	Elect Director William E. Kennard	Mgmt	For	For	For

## MetLife, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Michel A. Khalaf	Mgmt	For	For	For
1k	Elect Director Diana L. McKenzie	Mgmt	For	For	For
1l	Elect Director Denise M. Morrison	Mgmt	For	For	For
1m	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	Refer	Against

## NVIDIA Corporation

Meeting Date: 06/26/2024

Country: USA

Ticker: NVDA

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: 67066G104

Shares Voted: 27,528

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
1b	Elect Director Tench Coxe	Mgmt	For	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For
1h	Elect Director Melissa B. Lora	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For
1j	Elect Director A. Brooke Seawell	Mgmt	For	For	For
1k	Elect Director Aarti Shah	Mgmt	For	For	For
1l	Elect Director Mark A. Stevens	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	Refer	For

## Robinhood Markets, Inc.

Meeting Date: 06/26/2024

Country: USA

Ticker: HOOD

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: 770700102

Shares Voted: 15,248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vladimir Tenev	Mgmt	For	For	For
1.2	Elect Director Baiju Bhatt	Mgmt	For	For	For
1.3	Elect Director Paula Loop	Mgmt	For	For	For
1.4	Elect Director Meyer Malka	Mgmt	For	For	For
1.5	Elect Director Jonathan Rubinstein	Mgmt	For	Against	Against
1.6	Elect Director Susan Segal	Mgmt	For	For	For
1.7	Elect Director Dara Treseder	Mgmt	For	Against	Against
1.8	Elect Director Robert Zoellick	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Salesforce, Inc.

Meeting Date: 06/27/2024

Country: USA

Ticker: CRM

Record Date: 05/01/2024

Meeting Type: Annual

Primary Security ID: 79466L302

Shares Voted: 19,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For	For
1b	Elect Director Laura Alber	Mgmt	For	For	For
1c	Elect Director Craig Conway	Mgmt	For	For	For
1d	Elect Director Arnold Donald	Mgmt	For	For	For
1e	Elect Director Parker Harris	Mgmt	For	For	For
1f	Elect Director Neelie Kroes	Mgmt	For	For	For
1g	Elect Director Sachin Mehra	Mgmt	For	For	For
1h	Elect Director G. Mason Morfit	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director John V. Roos	Mgmt	For	For	For
1k	Elect Director Robin Washington	Mgmt	For	For	For
1l	Elect Director Maynard Webb	Mgmt	For	For	For

# Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Susan Wojcicki	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
8	Report on Viewpoint Discrimination	SH	Against	Against	Against

# The Kroger Co.

**Meeting Date:** 06/27/2024      **Country:** USA      **Ticker:** KR  
**Record Date:** 04/30/2024      **Meeting Type:** Annual  
**Primary Security ID:** 501044101

**Shares Voted:** 5,240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	Mgmt	For	For	For
1b	Elect Director Kevin M. Brown	Mgmt	For	For	For
1c	Elect Director Elaine L. Chao	Mgmt	For	For	For
1d	Elect Director Anne Gates	Mgmt	For	For	For
1e	Elect Director Karen M. Hoguet	Mgmt	For	For	For
1f	Elect Director W. Rodney McMullen	Mgmt	For	For	For
1g	Elect Director Clyde R. Moore	Mgmt	For	For	For
1h	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1i	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	For	For	For
1j	Elect Director Mark S. Sutton	Mgmt	For	For	For
1k	Elect Director Ashok Vemuri	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Against	Refer	Against
5	Report on Charitable Contributions	SH	Against	Refer	Against

# The Kroger Co.

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
6	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	Refer	Against
7	Report on "Just Transition"	SH	Against	Refer	Against