

Proxy Voting Summary

Report Date Range: 01-Jul-22 to 30-Sep-22

NETAPP INC

ISIN	BRN1TABDR008	Meeting Date	09-Sep-22
Ticker	NTAP	Deadline Date	08-Sep-22
Country	United States	Record Date	13-Jul-22
Blocking	No	Vote Date	07-Sep-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect T. Michael Nevens	Management	For	For	For
1b.	Elect Deepak Ahuja	Management	For	For	For
1c.	Elect Gerald D. Held	Management	For	For	For
1d.	Elect Kathryn M. Hill	Management	For	For	For
1e.	Elect Deborah L. Kerr	Management	For	For	For
1f.	Elect George Kurian	Management	For	For	For
1g.	Elect Carrie Palin	Management	For	For	For
1h.	Elect Scott F. Schenkel	Management	For	For	For
1i.	Elect George T. Shaheen	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For

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4. Shareholder Proposal Regarding Right to Call Special Meetings Shareholder Against Against For

Vote Note: We voted AGAINST the shareholder proposal regarding the right to call special meetings, in line with management but counter to Glass Lewis' recommendation to vote FOR. We note that the top of NetApp's shareholder base is quite concentrated and there have routinely been holders in recent years with 10%+ holdings. Further, the current threshold is in-line with peers, while NetApp's overall governance structure is solid.

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
BU1899	Educator's Financial Group - US Equity Fund	111344006	RBC Investor Services (C46)	36,810		07-Sep-22
Totals				36,810		

NORTONLIFELOCK INC

ISIN	US6687711084	Meeting Date	13-Sep-22
Ticker	NLOK	Deadline Date	12-Sep-22
Country	United States	Record Date	18-Jul-22
Blocking	No	Vote Date	08-Sep-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Susan P. Barsamian	Management	For	For	For
1b.	Elect Eric K. Brandt	Management	For	For	For

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1c.	Elect Frank E. Dangeard	Management	For	For	For
1d.	Elect Nora M. Denzel	Management	For	For	For
1e.	Elect Peter A. Feld	Management	For	For	For
1f.	Elect Emily Heath	Management	For	For	For
1g.	Elect Vincent Pilette	Management	For	For	For
1h.	Elect Sherrese M. Smith	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Amendment to the 2013 Equity Incentive Plan	Management	For	For	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
BU1899	Educator's Financial Group - US Equity Fund	111344006	RBC Investor Services (C46)	54,389		08-Sep-22
			Totals	54,389		

Proxy Voting Summary

Report Date Range: 01-Oct-22 to 31-Dec-22

MILLERKNOLL INC

ISIN	US6005441000	Meeting Date	17-Oct-22
Ticker	MLKN	Deadline Date	14-Oct-22
Country	United States	Record Date	19-Aug-22
Blocking	No	Vote Date	26-Sep-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Lisa A. Kro	Management	For	For	For
1.2	Elect Michael C. Smith	Management	For	For	For
1.3	Elect Michael A. Volkema	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
BU1899^CLO SED	Educator's Financial Group - US Equity Fund	111344006^CLO SED	RBC Investor Services (C46)	55,089		26-Sep-22
Totals				55,089		

Proxy Voting Summary

Report Date Range: 01-Oct-22 to 31-Dec-22

PARKER-HANNIFIN CORP.

ISIN	US7010941042	Meeting Date	26-Oct-22
Ticker	PH	Deadline Date	25-Oct-22
Country	United States	Record Date	02-Sep-22
Blocking	No	Vote Date	11-Oct-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Lee C. Banks	Management	For	For	For
1b.	Elect Jillian C. Evanko	Management	For	For	For
1c.	Elect Lance M. Fritz	Management	For	For	For
1d.	Elect Linda A. Harty	Management	For	For	For
1e.	Elect William F. Lacey	Management	For	For	For
1f.	Elect Kevin A. Lobo	Management	For	For	For
1g.	Elect Joseph Scaminace	Management	For	For	For
1h.	Elect Åke Svensson	Management	For	For	For
1i.	Elect Laura K. Thompson	Management	For	For	For
1j.	Elect James R. Verrier	Management	For	For	For
1k.	Elect James L. Wainscott	Management	For	For	For
1l.	Elect Thomas L. Williams	Management	For	For	For

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Report Date Range: 01-Oct-22 to 31-Dec-22

2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
BU1899^CLO SED	Educator's Financial Group - US Equity Fund	111344006^CLO SED	RBC Investor Services (C46)	5,095		11-Oct-22
Totals				5,095		

VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2022 to 06/30/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): EDUCATORS FINANCIAL GROUP INC.

Warner Music Group Corp.

Meeting Date: 02/28/2023 **Country:** USA **Ticker:** WMG
Record Date: 01/06/2023 **Meeting Type:** Annual
Primary Security ID: 934550203

Shares Voted: 3,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert Kyncl	Mgmt	For	For	For
1b	Elect Director Lincoln Benet	Mgmt	For	Against	Against
1c	Elect Director Alex Blavatnik	Mgmt	For	Against	Against
1d	Elect Director Len Blavatnik	Mgmt	For	For	For
1e	Elect Director Mathias Dopfner	Mgmt	For	Against	Against
1f	Elect Director Nancy Dubuc	Mgmt	For	For	For
1g	Elect Director Noreena Hertz	Mgmt	For	Against	Against
1h	Elect Director Ynon Kreiz	Mgmt	For	Against	Against
1i	Elect Director Ceci Kurzman	Mgmt	For	Against	Against
1j	Elect Director Michael Lynton	Mgmt	For	For	For
1k	Elect Director Donald A. Wagner	Mgmt	For	Against	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

AmerisourceBergen Corporation

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

Shares Voted: 2,640

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	Against
1b	Elect Director Steven H. Collis	Mgmt	For	For	Against
1c	Elect Director D. Mark Durcan	Mgmt	For	For	Against
1d	Elect Director Richard W. Gochnauer	Mgmt	For	For	Against
1e	Elect Director Lon R. Greenberg	Mgmt	For	For	Against
1f	Elect Director Kathleen W. Hyle	Mgmt	For	For	Against
1g	Elect Director Lorence H. Kim	Mgmt	For	For	For

AmerisourceBergen Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Henry W. McGee	Mgmt	For	For	Against
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For
1j	Elect Director Dennis M. Nally	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	Against
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

IAA, Inc.

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

Shares Voted: 18,300

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

The Sherwin-Williams Company

Meeting Date: 04/19/2023 **Country:** USA **Ticker:** SHW
Record Date: 02/21/2023 **Meeting Type:** Annual
Primary Security ID: 824348106

Shares Voted: 2,050

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. Fetting	Mgmt	For	For	For
1d	Elect Director John G. Morikis	Mgmt	For	For	For
1e	Elect Director Christine A. Poon	Mgmt	For	For	For
1f	Elect Director Aaron M. Powell	Mgmt	For	For	For
1g	Elect Director Marta R. Stewart	Mgmt	For	For	For

The Sherwin-Williams Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Michael H. Thaman	Mgmt	For	For	For
1i	Elect Director Matthew Thornton, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
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

Adobe Inc.

Meeting Date: 04/20/2023 **Country:** USA **Ticker:** ADBE
Record Date: 02/21/2023 **Meeting Type:** Annual
Primary Security ID: 00724F101

Shares Voted: 480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	For	For	For
1b	Elect Director Brett Biggs	Mgmt	For	For	For
1c	Elect Director Melanie Boulden	Mgmt	For	For	For
1d	Elect Director Frank Calderoni	Mgmt	For	For	For
1e	Elect Director Laura Desmond	Mgmt	For	For	For
1f	Elect Director Shantanu Narayen	Mgmt	For	For	For
1g	Elect Director Spencer Neumann	Mgmt	For	For	For
1h	Elect Director Kathleen Oberg	Mgmt	For	For	For
1i	Elect Director Dheeraj Pandey	Mgmt	For	For	For
1j	Elect Director David Ricks	Mgmt	For	For	For
1k	Elect Director Daniel Rosensweig	Mgmt	For	For	For
1l	Elect Director John Warnock	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against	Against

Carrier Global Corporation

Meeting Date: 04/20/2023

Country: USA

Ticker: CARR

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 14448C104

Shares Voted: 7,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For	For
1b	Elect Director David L. Gitlin	Mgmt	For	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1e	Elect Director Michael M. McNamara	Mgmt	For	For	For
1f	Elect Director Susan N. Story	Mgmt	For	For	For
1g	Elect Director Michael A. Todman	Mgmt	For	For	For
1h	Elect Director Virginia M. Wilson	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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chairman	SH	Against	Against	Against

American Electric Power Company, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: AEP

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 025537101

Shares Voted: 2,680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	For	For	For
1.2	Elect Director J. Barnie Beasley, Jr.	Mgmt	For	For	For
1.3	Elect Director Ben Fowke	Mgmt	For	For	For
1.4	Elect Director Art A. Garcia	Mgmt	For	For	For
1.5	Elect Director Linda A. Goodspeed	Mgmt	For	For	For
1.6	Elect Director Donna A. James	Mgmt	For	For	For
1.7	Elect Director Sandra Beach Lin	Mgmt	For	For	For
1.8	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
1.9	Elect Director Oliver G. 'Rick' Richard, III	Mgmt	For	For	For

American Electric Power Company, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Daryl Roberts	Mgmt	For	For	For
1.11	Elect Director Julia A. Sloat	Mgmt	For	For	For
1.12	Elect Director Sara Martinez Tucker	Mgmt	For	For	For
1.13	Elect Director Lewis Von Thaer	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Reduce Supermajority Vote Requirement	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

Bio-Rad Laboratories, Inc.

Meeting Date: 04/25/2023 **Country:** USA **Ticker:** BIO
Record Date: 02/24/2023 **Meeting Type:** Annual
Primary Security ID: 090572207

Shares Voted: 400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Melinda Litherland	Mgmt	For	For	For
1.2	Elect Director Arnold A. Pinkston	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	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
5	Report on Political Contributions and Expenditures	SH	Against	For	Against

Johnson & Johnson

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** JNJ
Record Date: 02/28/2023 **Meeting Type:** Annual
Primary Security ID: 478160104

Shares Voted: 4,810

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

Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Marilyn 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
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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
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	Adopt Mandatory Arbitration Bylaw - Withdrawn	SH			
6	Report on Government Financial Support and Equitable Access to Covid-19 Products	SH	Against	For	For
7	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	For	For
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against

Texas Instruments Incorporated

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** TXN
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 882508104

Shares Voted: 1,420

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 Curtis C. Farmer	Mgmt	For	For	For

Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Jean M. Hobby	Mgmt	For	For	For
1h	Elect Director Haviv Ilan	Mgmt	For	For	For
1i	Elect Director Ronald Kirk	Mgmt	For	For	For
1j	Elect Director Pamela H. Patsley	Mgmt	For	For	For
1k	Elect Director Robert E. Sanchez	Mgmt	For	For	For
1l	Elect Director Richard K. Templeton	Mgmt	For	For	For
2	Amend Qualified Employee Stock Purchase Plan	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	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Against	Against

Abbott Laboratories

Meeting Date: 04/28/2023

Country: USA

Ticker: ABT

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 002824100

Shares Voted: 2,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For	For	For
1.3	Elect Director Sally E. Blount	Mgmt	For	For	For
1.4	Elect Director Robert B. Ford	Mgmt	For	For	For
1.5	Elect Director Paola Gonzalez	Mgmt	For	For	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For	For	For
1.7	Elect Director Darren W. McDew	Mgmt	For	For	For
1.8	Elect Director Nancy McKinstry	Mgmt	For	For	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1.10	Elect Director Michael F. Roman	Mgmt	For	For	For
1.11	Elect Director Daniel J. Starks	Mgmt	For	For	For
1.12	Elect Director John G. Stratton	Mgmt	For	For	For

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against	Against
8	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	Against	Against

AptarGroup, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: ATR

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 038336103

Shares Voted: 3,560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George L. Fotiadis	Mgmt	For	For	For
1b	Elect Director Candace Matthews	Mgmt	For	For	Against
1c	Elect Director B. Craig Owens	Mgmt	For	For	For
1d	Elect Director Julie Xing	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 Omnibus Stock Plan	Mgmt	For	For	Against
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

BWX Technologies, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: BWXT

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 05605H100

BWX Technologies, Inc.

Shares Voted: 4,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jan A. Bertsch	Mgmt	For	For	For
1b	Elect Director Gerhard F. Burbach	Mgmt	For	For	For
1c	Elect Director Rex D. Geveden	Mgmt	For	For	For
1d	Elect Director James M. Jaska	Mgmt	For	For	For
1e	Elect Director Kenneth J. Krieg	Mgmt	For	For	For
1f	Elect Director Leland D. Melvin	Mgmt	For	For	For
1g	Elect Director Robert L. Nardelli	Mgmt	For	For	For
1h	Elect Director Barbara A. Niland	Mgmt	For	For	For
1i	Elect Director John M. Richardson	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

PepsiCo, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: PEP

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 713448108

Shares Voted: 1,920

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. Pohlard	Mgmt	For	For	For

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	For
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against	Against
7	Report on Impacts of Restrictive Reproductive Healthcare Legislation	SH	Against	Against	Against
8	Publish Annual Congruency Report on Net-Zero Emissions Policy	SH	Against	Against	Against

S&P Global Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: SPGI

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 78409V104

Shares Voted: 1,040

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

S&P Global Inc.

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

AMETEK, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** AME
Record Date: 03/09/2023 **Meeting Type:** Annual
Primary Security ID: 031100100

Shares Voted: 4,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Amato	Mgmt	For	For	For
1b	Elect Director Anthony J. Conti	Mgmt	For	For	For
1c	Elect Director Gretchen W. McClain	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

CME Group Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** CME
Record Date: 03/06/2023 **Meeting Type:** Annual
Primary Security ID: 12572Q105

Shares Voted: 4,450

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	Against	For
1d	Elect Director Charles P. Carey	Mgmt	For	Against	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	Against	For
1j	Elect Director Daniel G. Kaye	Mgmt	For	For	For

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Phyllis M. Lockett	Mgmt	For	Against	For
1l	Elect Director Deborah J. Lucas	Mgmt	For	For	For
1m	Elect Director Terry L. Savage	Mgmt	For	Against	For
1n	Elect Director Rahael Seifu	Mgmt	For	Against	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	Against	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Ritchie Bros. Auctioneers Incorporated

Meeting Date: 05/08/2023

Country: Canada

Ticker: RBA

Record Date: 04/05/2023

Meeting Type: Annual/Special

Primary Security ID: 767744105

Shares Voted: 240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Erik Olsson	Mgmt	For	For	Against
1b	Elect Director Ann Fandozzi	Mgmt	For	For	Against
1c	Elect Director Brian Bales	Mgmt	For	For	Against
1d	Elect Director William (Bill) Breslin	Mgmt	For	For	Against
1e	Elect Director Adam DeWitt	Mgmt	For	For	For
1f	Elect Director Robert George Elton	Mgmt	For	For	For
1g	Elect Director Lisa Hook	Mgmt	For	For	For
1h	Elect Director Timothy O'Day	Mgmt	For	For	Against
1i	Elect Director Sarah Raiss	Mgmt	For	For	For
1j	Elect Director Michael Sieger	Mgmt	For	For	For
1k	Elect Director Jeffrey C. Smith	Mgmt	For	For	For
1l	Elect Director Carol M. Stephenson	Mgmt	For	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
4	Approve Omnibus Stock Plan	Mgmt	For	For	Against

Ritchie Bros. Auctioneers Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Employee Stock Purchase Plan	Mgmt	For	For	For
6	Change Company Name to RB Global, Inc.	Mgmt	For	For	For

Arthur J. Gallagher & Co.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** AJG
Record Date: 03/16/2023 **Meeting Type:** Annual
Primary Security ID: 363576109

Shares Voted: 4,640

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sherry S. Barrat	Mgmt	For	For	For
1b	Elect Director William L. Bax	Mgmt	For	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For	For
1d	Elect Director D. John Coldman	Mgmt	For	For	For
1e	Elect Director J. Patrick Gallagher, Jr.	Mgmt	For	For	For
1f	Elect Director David S. Johnson	Mgmt	For	For	For
1g	Elect Director Christopher C. Miskel	Mgmt	For	For	For
1h	Elect Director Ralph J. Nicoletti	Mgmt	For	For	For
1i	Elect Director Norman L. Rosenthal	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	Mgmt	For	For	For

Danaher Corporation

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** DHR
Record Date: 03/10/2023 **Meeting Type:** Annual
Primary Security ID: 235851102

Shares Voted: 1,470

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

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Feroz Dewan	Mgmt	For	For	For
1c	Elect Director Linda Filler	Mgmt	For	For	For
1d	Elect Director Teri List	Mgmt	For	Against	Against
1e	Elect Director Walter G. Lohr, Jr.	Mgmt	For	For	For
1f	Elect Director Jessica L. Mega	Mgmt	For	For	For
1g	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1h	Elect Director Steven M. Rales	Mgmt	For	For	For
1i	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
1j	Elect Director A. Shane Sanders	Mgmt	For	Against	Against
1k	Elect Director John T. Schwieters	Mgmt	For	Against	Against
1l	Elect Director Alan G. Spoon	Mgmt	For	For	For
1m	Elect Director Raymond C. Stevens	Mgmt	For	Against	Against
1n	Elect Director Elias A. Zerhouni	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	For	Against
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Martin Marietta Materials, Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: MLM

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 573284106

Shares Voted: 1,350

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
1.4	Elect Director John J. Koraleski	Mgmt	For	For	For
1.5	Elect Director C. Howard Nye	Mgmt	For	For	For
1.6	Elect Director Laree E. Perez	Mgmt	For	For	For
1.7	Elect Director Thomas H. Pike	Mgmt	For	For	For
1.8	Elect Director Michael J. Quillen	Mgmt	For	For	For

Martin Marietta Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	Against

Verizon Communications Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** VZ
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: 92343V104

Shares Voted: 8,080

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	For	For
1.2	Elect Director Roxanne Austin	Mgmt	For	For	For
1.3	Elect Director Mark Bertolini	Mgmt	For	For	For
1.4	Elect Director Vittorio Colao	Mgmt	For	For	For
1.5	Elect Director Melanie Healey	Mgmt	For	For	For
1.6	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1.7	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1.8	Elect Director Daniel Schulman	Mgmt	For	For	For
1.9	Elect Director Rodney Slater	Mgmt	For	For	For
1.10	Elect Director Carol Tome	Mgmt	For	For	For
1.11	Elect Director Hans Vestberg	Mgmt	For	For	For
1.12	Elect Director Gregory Weaver	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
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 Government Requests to Remove Content	SH	Against	Against	Against
6	Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Against	Against	Against

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Amend Clawback Policy	SH	Against	For	For
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
9	Require Independent Board Chair	SH	Against	Against	For

Tradeweb Markets Inc.

Meeting Date: 05/15/2023 **Country:** USA **Ticker:** TW
Record Date: 03/17/2023 **Meeting Type:** Annual
Primary Security ID: 892672106

Shares Voted: 2,730

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Troy Dixon	Mgmt	For	For	For
1.2	Elect Director Scott Ganeles	Mgmt	For	Withhold	For
1.3	Elect Director Catherine Johnson	Mgmt	For	Withhold	For
1.4	Elect Director Murray Roos	Mgmt	For	Withhold	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

JPMorgan Chase & Co.

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** JPM
Record Date: 03/17/2023 **Meeting Type:** Annual
Primary Security ID: 46625H100

Shares Voted: 4,320

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 James S. Crown	Mgmt	For	For	For
1e	Elect Director Alicia Boler Davis	Mgmt	For	For	For
1f	Elect Director James Dimon	Mgmt	For	For	For
1g	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1h	Elect Director Alex Gorsky	Mgmt	For	For	For
1i	Elect Director Mellody Hobson	Mgmt	For	For	For
1j	Elect Director Michael A. Neal	Mgmt	For	For	For

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1l	Elect Director Virginia M. Rometty	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	Require Independent Board Chair	SH	Against	For	Against
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	Against
7	Amend Public Responsibility Committee Charter to Include Animal Welfare	SH	Against	Against	Against
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For	Against
10	Report on Risks Related to Discrimination Against Individuals Including Political Views	SH	Against	Against	Against
11	Report on Political Expenditures Congruence	SH	Against	For	Against
12	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	Against	Against

The Hershey Company

Meeting Date: 05/16/2023 **Country:** USA **Ticker:** HSY
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 427866108

Shares Voted: 1,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela M. Arway	Mgmt	For	For	For
1.2	Elect Director Michele G. Buck	Mgmt	For	For	For
1.3	Elect Director Victor L. Crawford	Mgmt	For	For	For
1.4	Elect Director Robert M. Dutkowsky	Mgmt	For	Withhold	For
1.5	Elect Director Mary Kay Haben	Mgmt	For	For	For
1.6	Elect Director James C. Katzman	Mgmt	For	Withhold	For
1.7	Elect Director M. Diane Koken	Mgmt	For	For	For

The Hershey Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Huong Maria T. Kraus	Mgmt	For	For	For
1.9	Elect Director Robert M. Malcolm	Mgmt	For	Withhold	For
1.10	Elect Director Anthony J. Palmer	Mgmt	For	Withhold	For
1.11	Elect Director Juan R. Perez	Mgmt	For	Withhold	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Human Rights Impacts of Living Wage & Income Position Statement	SH	Against	Against	Against

SS&C Technologies Holdings, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** SSNC
Record Date: 03/21/2023 **Meeting Type:** Annual
Primary Security ID: 78467J100

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Normand A. Boulanger	Mgmt	For	For	For
1b	Elect Director David A. Varsano	Mgmt	For	For	For
1c	Elect Director Michael J. Zamkow	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	Approve Omnibus Stock Plan	Mgmt	For	For	For

State Street Corporation

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** STT
Record Date: 03/21/2023 **Meeting Type:** Annual
Primary Security ID: 857477103

Shares Voted: 5,233

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick de Saint-Aignan	Mgmt	For	For	For

State Street Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Marie A. Chandoha	Mgmt	For	For	For
1c	Elect Director DonnaLee DeMaio	Mgmt	For	For	For
1d	Elect Director Amelia C. Fawcett	Mgmt	For	For	For
1e	Elect Director William C. Freda	Mgmt	For	For	For
1f	Elect Director Sara Mathew	Mgmt	For	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For	For
1h	Elect Director Ronald P. O'Hanley	Mgmt	For	For	For
1i	Elect Director Sean O'Sullivan	Mgmt	For	For	For
1j	Elect Director Julio A. Portalatin	Mgmt	For	For	For
1k	Elect Director John B. Rhea	Mgmt	For	For	For
1l	Elect Director Gregory L. Summe	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 Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Report on Asset Management Policies and Diversified Investors	SH	Against	Against	Against

Verisk Analytics, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: VRSK

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 92345Y106

Shares Voted: 5,280

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent K. Brooks	Mgmt	For	For	For
1b	Elect Director Jeffrey Dailey	Mgmt	For	For	For
1c	Elect Director Wendy Lane	Mgmt	For	For	For
1d	Elect Director Lee M. Shavel	Mgmt	For	For	For
1e	Elect Director Kimberly S. Stevenson	Mgmt	For	For	For
1f	Elect Director Olumide Soroye	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

Willis Towers Watson Public Limited Company

Meeting Date: 05/17/2023

Country: Ireland

Ticker: WTW

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: G96629103

Shares Voted: 1,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	For	For	For
1b	Elect Director Fumbi Chima	Mgmt	For	For	For
1c	Elect Director Stephen Chipman	Mgmt	For	For	For
1d	Elect Director Michael Hammond	Mgmt	For	For	For
1e	Elect Director Carl Hess	Mgmt	For	For	For
1f	Elect Director Jacqueline Hunt	Mgmt	For	For	For
1g	Elect Director Paul Reilly	Mgmt	For	For	For
1h	Elect Director Michelle Swanback	Mgmt	For	For	For
1i	Elect Director Paul Thomas	Mgmt	For	For	For
1j	Elect Director Fredric Tomczyk	Mgmt	For	For	For
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

Amphenol Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: APH

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 032095101

Shares Voted: 16,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For	For
1.2	Elect Director David P. Falck	Mgmt	For	For	For
1.3	Elect Director Edward G. Jepsen	Mgmt	For	For	For

Amphenol Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Rita S. Lane	Mgmt	For	For	For
1.5	Elect Director Robert A. Livingston	Mgmt	For	For	For
1.6	Elect Director Martin H. Loeffler	Mgmt	For	For	For
1.7	Elect Director R. Adam Norwitt	Mgmt	For	For	For
1.8	Elect Director Prahlad Singh	Mgmt	For	For	For
1.9	Elect Director Anne Clarke Wolff	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Political Contributions and Expenditures	SH	Against	For	For

CDW Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** CDW
Record Date: 03/22/2023 **Meeting Type:** Annual
Primary Security ID: 12514G108

Shares Voted: 1,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	For	For	For
1b	Elect Director James A. Bell	Mgmt	For	For	For
1c	Elect Director Lynda M. Clarizio	Mgmt	For	For	For
1d	Elect Director Anthony R. Foux	Mgmt	For	For	For
1e	Elect Director Marc E. Jones	Mgmt	For	For	For
1f	Elect Director Christine A. Leahy	Mgmt	For	For	Against
1g	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1h	Elect Director David W. Nelms	Mgmt	For	For	For
1i	Elect Director Joseph R. Swedish	Mgmt	For	For	For
1j	Elect Director Donna F. Zarcone	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	Provide Right to Call Special Meeting	Mgmt	For	For	For

CDW Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** MMC
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 571748102

Shares Voted: 7,680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For	For
1b	Elect Director John Q. Doyle	Mgmt	For	For	For
1c	Elect Director Hafize Gaye Erkan	Mgmt	For	For	For
1d	Elect Director Oscar Fanjul	Mgmt	For	For	For
1e	Elect Director H. Edward Hanway	Mgmt	For	For	For
1f	Elect Director Judith Hartmann	Mgmt	For	For	For
1g	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1h	Elect Director Tamara Ingram	Mgmt	For	For	For
1i	Elect Director Jane H. Lute	Mgmt	For	For	For
1j	Elect Director Steven A. Mills	Mgmt	For	For	For
1k	Elect Director Bruce P. Nolop	Mgmt	For	For	For
1l	Elect Director Morton O. Schapiro	Mgmt	For	For	For
1m	Elect Director Lloyd M. Yates	Mgmt	For	For	For
1n	Elect Director Ray G. Young	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	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Intercontinental Exchange, Inc.

Meeting Date: 05/19/2023 **Country:** USA **Ticker:** ICE
Record Date: 03/21/2023 **Meeting Type:** Annual
Primary Security ID: 45866F104

Intercontinental Exchange, Inc.

Shares Voted: 4,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For	For
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	For
1e	Elect Director Mark F. Mulhern	Mgmt	For	For	For
1f	Elect Director Thomas E. Noonan	Mgmt	For	For	For
1g	Elect Director Caroline L. Silver	Mgmt	For	For	For
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1j	Elect Director Martha A. Tirinnanzi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
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 Right to Call Special Meeting	SH	Against	Against	Against

Waters Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: WAT

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 941848103

Shares Voted: 2,730

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Flemming Ornskov	Mgmt	For	For	For
1.2	Elect Director Linda Baddour	Mgmt	For	For	For
1.3	Elect Director Udit Batra	Mgmt	For	For	For
1.4	Elect Director Dan Brennan	Mgmt	For	For	For
1.5	Elect Director Richard Fearon	Mgmt	For	For	For
1.6	Elect Director Pearl S. Huang	Mgmt	For	For	For
1.7	Elect Director Wei Jiang	Mgmt	For	For	For
1.8	Elect Director Christopher A. Kuebler	Mgmt	For	For	For
1.9	Elect Director Mark Vergnano	Mgmt	For	For	For

Waters Corporation

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	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Amazon.com, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** AMZN
Record Date: 03/30/2023 **Meeting Type:** Annual
Primary Security ID: 023135106

Shares Voted: 6,010

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	Against	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	Against	For
1g	Elect Director Judith A. McGrath	Mgmt	For	Against	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1k	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ratification of Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
7	Report on Customer Due Diligence	SH	Against	For	Against
8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	SH	Against	Against	Against
9	Report on Government Take Down Requests	SH	Against	Against	Against

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	Against
11	Publish a Tax Transparency Report	SH	Against	Against	Against
12	Report on Climate Lobbying	SH	Against	For	Against
13	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	Against
14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	SH	Against	Against	Against
15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For	Against
17	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	Against
18	Report on Animal Welfare Standards	SH	Against	Against	Against
19	Establish a Public Policy Committee	SH	Against	Against	Against
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	For	Against
21	Commission a Third Party Audit on Working Conditions	SH	Against	For	Against
22	Report on Efforts to Reduce Plastic Use	SH	Against	For	Against
23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	Against

The Southern Company

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** SO
Record Date: 03/27/2023 **Meeting Type:** Annual
Primary Security ID: 842587107

Shares Voted: 3,890

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janaki Akella	Mgmt	For	For	For
1b	Elect Director Henry A. "Hal" Clark, III	Mgmt	For	For	For
1c	Elect Director Anthony F. "Tony" Earley, Jr.	Mgmt	For	For	For
1d	Elect Director Thomas A. Fanning	Mgmt	For	For	For

The Southern Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director David J. Grain	Mgmt	For	For	For
1f	Elect Director Colette D. Honorable	Mgmt	For	For	For
1g	Elect Director Donald M. James	Mgmt	For	For	For
1h	Elect Director John D. Johns	Mgmt	For	For	For
1i	Elect Director Dale E. Klein	Mgmt	For	For	For
1j	Elect Director David E. Meador	Mgmt	For	For	For
1k	Elect Director Ernest J. Moniz	Mgmt	For	For	For
1l	Elect Director William G. Smith, Jr.	Mgmt	For	For	For
1m	Elect Director Kristine L. Svinicki	Mgmt	For	For	For
1n	Elect Director Lizanne Thomas	Mgmt	For	For	For
1o	Elect Director Christopher C. Womack	Mgmt	For	For	For
1p	Elect Director E. Jenner Wood, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
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
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For
7	Adopt Scope 3 GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	For	Against
8	Report on Feasibility of Net-Zero GHG Emissions	SH	Against	Against	Against

Dollar General Corporation

Meeting Date: 05/31/2023

Country: USA

Ticker: DG

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: 256677105

Shares Voted: 1,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warren F. Bryant	Mgmt	For	For	For
1b	Elect Director Michael M. Calbert	Mgmt	For	For	For
1c	Elect Director Ana M. Chadwick	Mgmt	For	For	For
1d	Elect Director Patricia D. Fili-Krushel	Mgmt	For	For	For
1e	Elect Director Timothy I. McGuire	Mgmt	For	For	For

Dollar General Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jeffery C. Owen	Mgmt	For	For	For
1g	Elect Director Debra A. Sandler	Mgmt	For	For	For
1h	Elect Director Ralph E. Santana	Mgmt	For	For	For
1i	Elect Director Todd J. Vasos	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
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 2025 Cage-Free Egg Goal	SH	Against	For	Against
6	Amend Right to Call Special Meeting	SH	Against	Against	Against
7	Oversee and Report a Workplace Health and Safety Audit	SH	Against	For	For

UnitedHealth Group Incorporated

Meeting Date: 06/05/2023

Country: USA

Ticker: UNH

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 91324P102

Shares Voted: 1,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Flynn	Mgmt	For	For	For
1b	Elect Director Paul Garcia	Mgmt	For	For	For
1c	Elect Director Kristen Gil	Mgmt	For	For	For
1d	Elect Director Stephen Hemsley	Mgmt	For	For	For
1e	Elect Director Michele Hooper	Mgmt	For	For	For
1f	Elect Director F. William McNabb, III	Mgmt	For	For	For
1g	Elect Director Valerie Montgomery Rice	Mgmt	For	For	For
1h	Elect Director John Noseworthy	Mgmt	For	For	For
1i	Elect Director Andrew Witty	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
5	Report on Third-Party Racial Equity Audit	SH	Against	Against	Against

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	Against
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Cognizant Technology Solutions Corporation

Meeting Date: 06/06/2023 **Country:** USA **Ticker:** CTSH
Record Date: 04/10/2023 **Meeting Type:** Annual
Primary Security ID: 192446102

Shares Voted: 9,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Zein Abdalla	Mgmt	For	For	For
1b	Elect Director Vinita Bali	Mgmt	For	For	For
1c	Elect Director Eric Branderiz	Mgmt	For	For	For
1d	Elect Director Archana Deskus	Mgmt	For	For	For
1e	Elect Director John M. Dineen	Mgmt	For	For	For
1f	Elect Director Nella Domenici	Mgmt	For	For	For
1g	Elect Director Ravi Kumar S	Mgmt	For	For	For
1h	Elect Director Leo S. Mackay, Jr.	Mgmt	For	For	For
1i	Elect Director Michael Patsalos-Fox	Mgmt	For	For	For
1j	Elect Director Stephen J. Rohleder	Mgmt	For	For	For
1k	Elect Director Abraham "Bram" Schot	Mgmt	For	For	For
1l	Elect Director Joseph M. Velli	Mgmt	For	For	For
1m	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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Amend Bylaws	SH	Against	Against	Against
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	For

Comcast Corporation

Meeting Date: 06/07/2023

Country: USA

Ticker: CMCSA

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 20030N101

Shares Voted: 4,050

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	Withhold
1.3	Elect Director Madeline S. Bell	Mgmt	For	Withhold	Withhold
1.4	Elect Director Edward D. Breen	Mgmt	For	For	Withhold
1.5	Elect Director Gerald L. Hassell	Mgmt	For	For	Withhold
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	Withhold	Withhold
1.7	Elect Director Maritza G. Montiel	Mgmt	For	For	Withhold
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	Withhold
1.9	Elect Director David C. Novak	Mgmt	For	For	Withhold
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	Abstain
3	Approve Omnibus Stock Plan	Mgmt	For	For	Abstain
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	Abstain
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Abstain
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	Abstain
7	Oversee and Report on a Racial Equity Audit	SH	Against	Against	Abstain
8	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Abstain
9	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Against	Abstain
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	Abstain
11	Report on Risks Related to Operations in China	SH	Against	Against	Abstain

FTI Consulting, Inc.

Meeting Date: 06/07/2023

Country: USA

Ticker: FCN

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: 302941109

Shares Voted: 1,710

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 Lauren 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	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Allegion Plc

Meeting Date: 06/08/2023

Country: Ireland

Ticker: ALLE

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: G0176J109

Shares Voted: 2,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect as Director Kirk S. Hachigian	Mgmt	For	For	For
1b	Elect as Director Steven C. Mizell	Mgmt	For	For	For
1c	Elect as Director Nicole Parent Haughey	Mgmt	For	For	For
1d	Elect as Director Lauren B. Peters	Mgmt	For	For	For
1e	Elect as Director Ellen Rubin	Mgmt	For	For	For
1f	Elect as Director Dean I. Schaffer	Mgmt	For	For	For
1g	Elect as Director John H. Stone	Mgmt	For	For	For
1h	Elect as Director Dev Vardhan	Mgmt	For	For	For
1i	Elect as Director Martin E. Welch, III	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

Allegion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

Mastercard Incorporated

Meeting Date: 06/27/2023 **Country:** USA **Ticker:** MA
Record Date: 04/28/2023 **Meeting Type:** Annual
Primary Security ID: 57636Q104

Shares Voted: 1,420

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
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Report on Overseeing Risks Related to Discrimination	SH	Against	Against	Against
7	Report on Establishing Merchant Category Code for Gun and Ammunition Stores	SH	Against	Against	Against

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Lobbying Payments and Policy	SH	Against	For	Against
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
10	Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	SH	Against	Against	Against