



Jackson Square Partners, LLC

Aggregate Proxy Voting Records

CALENDAR 2023

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Date range covered : 01/01/2023 to 12/31/2023

Visa Inc.

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

Shares Voted: 166,835

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 Alfred F. Kelly, Jr.	Mgmt	For	For	For
1e	Elect Director Ramon Laguarta	Mgmt	For	For	For
1f	Elect Director Teri L. List	Mgmt	For	For	For
1g	Elect Director John F. Lundgren	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Linda J. Rendle	Mgmt	For	For	For
1j	Elect Director Maynard G. Webb, Jr.	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 KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Azenta, Inc.

Meeting Date: 01/31/2023 **Country:** USA **Ticker:** AZTA
Record Date: 12/12/2022 **Meeting Type:** Annual
Primary Security ID: 114340102

Shares Voted: 1,964,762

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank E. Casal	Mgmt	For	For	For
1.2	Elect Director Robyn C. Davis	Mgmt	For	For	For
1.3	Elect Director Joseph R. Martin	Mgmt	For	For	For
1.4	Elect Director Erica J. McLaughlin	Mgmt	For	For	For

Azenta, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Tina S. Nova	Mgmt	For	For	For
1.6	Elect Director Krishna G. Palepu	Mgmt	For	For	For
1.7	Elect Director Dorothy E. Puhy	Mgmt	For	For	For
1.8	Elect Director Michael Rosenblatt	Mgmt	For	For	For
1.9	Elect Director Stephen S. Schwartz	Mgmt	For	For	For
1.10	Elect Director Ellen M. Zane	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

BellRing Brands, Inc.

Meeting Date: 02/06/2023 **Country:** USA **Ticker:** BRBR
Record Date: 12/13/2022 **Meeting Type:** Annual
Primary Security ID: 07831C103

Shares Voted: 231,185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Darcy H. Davenport	Mgmt	For	For	For
1.2	Elect Director Elliot H. Stein, Jr.	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers 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

Dolby Laboratories, Inc.

Meeting Date: 02/07/2023 **Country:** USA **Ticker:** DLB
Record Date: 12/09/2022 **Meeting Type:** Annual
Primary Security ID: 25659T107

Shares Voted: 1,162,842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin Yeaman	Mgmt	For	For	For
1.2	Elect Director Peter Gotcher	Mgmt	For	Withhold	Withhold
1.3	Elect Director Micheline Chau	Mgmt	For	For	For
1.4	Elect Director David Dolby	Mgmt	For	Withhold	Withhold

Dolby Laboratories, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Tony Prophet	Mgmt	For	Withhold	Withhold
1.6	Elect Director Emily Rollins	Mgmt	For	For	For
1.7	Elect Director Simon Segars	Mgmt	For	Withhold	Withhold
1.8	Elect Director Anjali Sud	Mgmt	For	For	For
1.9	Elect Director Avadis Tevanian, Jr.	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Twist Bioscience Corporation

Meeting Date: 02/07/2023 **Country:** USA **Ticker:** TWST
Record Date: 12/30/2022 **Meeting Type:** Annual
Primary Security ID: 90184D100

Shares Voted: 957,779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Keith Crandell	Mgmt	For	Withhold	Withhold
1.2	Elect Director Jan Johannessen	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Coupa Software Incorporated

Meeting Date: 02/23/2023 **Country:** USA **Ticker:** COUP
Record Date: 01/23/2023 **Meeting Type:** Special
Primary Security ID: 22266L106

Shares Voted: 1,418,634

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

Warner Music Group Corp.

Meeting Date: 02/28/2023

Country: USA

Ticker: WMG

Record Date: 01/06/2023

Meeting Type: Annual

Primary Security ID: 934550203

Shares Voted: 3,119,933

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

DSV A/S

Meeting Date: 03/16/2023

Country: Denmark

Ticker: DSV

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: K31864117

Shares Voted: 434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6.50 Per Share	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	Abstain	For
6.2	Reelect Jorgen Moller as Director	Mgmt	For	Abstain	For
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For	For
6.4	Reelect Beat Walti as Director	Mgmt	For	For	For

DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For	For
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For	For
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	For	For
6.8	Elect Helle Ostergaard Kristiansen as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Other Business	Mgmt			

MonotaRO Co., Ltd.

Meeting Date: 03/29/2023 **Country:** Japan **Ticker:** 3064
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: J46583100

Shares Voted: 3,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 7	Mgmt	For	For	For
2	Amend Articles to Change Location of Head Office	Mgmt	For	For	For
3.1	Elect Director Seto, Kinya	Mgmt	For	For	For
3.2	Elect Director Suzuki, Masaya	Mgmt	For	For	For
3.3	Elect Director Kishida, Masahiro	Mgmt	For	For	For
3.4	Elect Director Ise, Tomoko	Mgmt	For	For	For
3.5	Elect Director Sagiya, Mari	Mgmt	For	For	For
3.6	Elect Director Miura, Hiroshi	Mgmt	For	For	For
3.7	Elect Director Barry Greenhouse	Mgmt	For	For	For

Vestas Wind Systems A/S

Meeting Date: 04/12/2023 **Country:** Denmark **Ticker:** VWS
Record Date: 04/05/2023 **Meeting Type:** Annual
Primary Security ID: K9773J201

Shares Voted: 1,490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			

Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 910,350 for Vice Chairman and DKK 455,175 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Anders Runevad as Director	Mgmt	For	For	For
6.b	Reelect Bruce Grant as Director	Mgmt	For	For	For
6.c	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	For
6.d	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For
6.e	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
6.f	Reelect Kentaro Hosomi as Director	Mgmt	For	For	For
6.g	Reelect Lena Olving as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

The Boeing Company

Meeting Date: 04/18/2023

Country: USA

Ticker: BA

Record Date: 02/17/2023

Meeting Type: Annual

Primary Security ID: 097023105

Shares Voted: 105,644

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert A. Bradway	Mgmt	For	For	For
1b	Elect Director David L. Calhoun	Mgmt	For	For	For
1c	Elect Director Lynne M. Doughtie	Mgmt	For	For	For
1d	Elect Director David L. Gitlin	Mgmt	For	For	For
1e	Elect Director Lynn J. Good	Mgmt	For	For	For

The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Stayce D. Harris	Mgmt	For	For	For
1g	Elect Director Akhil Johri	Mgmt	For	For	For
1h	Elect Director David L. Joyce	Mgmt	For	For	For
1i	Elect Director Lawrence W. Kellner	Mgmt	For	For	For
1j	Elect Director Steven M. Mollenkopf	Mgmt	For	For	For
1k	Elect Director John M. Richardson	Mgmt	For	For	For
1l	Elect Director Sabrina Soussan	Mgmt	For	For	For
1m	Elect Director Ronald A. Williams	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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
6	Report on Risks Related to Operations in China	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	For	For
8	Report on Climate Lobbying	SH	Against	For	For
9	Report on Median Gender/Racial Pay Gap	SH	Against	For	For

Airbus SE

Meeting Date: 04/19/2023

Country: Netherlands

Ticker: AIR

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: N0280G100

Shares Voted: 656

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Discussion on Company's Corporate Governance Structure	Mgmt			
2.2	Receive Report on Business and Financial Statements	Mgmt			
2.3	Receive Explanation on Company's Dividend Policy	Mgmt			
3.1	Receive Board Report	Mgmt			
3.2	Discussion on Leading the Journey Towards Clean Aerospace	Mgmt			

Airbus SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Discuss Potential Long-Term Strategic and Technological Partnership with Evidian and Acquisition of a Minority Stake in Evidian	Mgmt			
4.1	Adopt Financial Statements	Mgmt	For	For	For
4.2	Approve Allocation of Income	Mgmt	For	For	For
4.3	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
4.4	Approve Discharge of Executive Directors	Mgmt	For	For	For
4.5	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
4.6	Approve Implementation of Remuneration Policy	Mgmt	For	For	For
4.7	Reelect Ralph D. Crosby, Jr. as Non-Executive Director	Mgmt	For	For	For
4.8	Reelect Mark Dunkerley as Non-Executive Director	Mgmt	For	For	For
4.9	Reelect Stephan Gemkow as Non-Executive Director	Mgmt	For	For	For
4.10	Elect Antony Wood as Non-Executive Director	Mgmt	For	For	For
4.11	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	Mgmt	For	For	For
4.12	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	Mgmt	For	For	For
4.13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
4.14	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Close Meeting	Mgmt			

Humana Inc.

Meeting Date: 04/20/2023

Country: USA

Ticker: HUM

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 444859102

Shares Voted: 439

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

Humana Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 William J. McDonald	Mgmt	For	For	For
1k	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1l	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/20/2023

Country: France

Ticker: MC

Record Date: 04/18/2023

Meeting Type: Annual/Special

Primary Security ID: F58485115

Shares Voted: 110

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 12.00 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Reelect Delphine Arnault as Director	Mgmt	For	Against	Against
6	Reelect Antonio Belloni as Director	Mgmt	For	Against	Against
7	Reelect Marie-Josée Kravis as Director	Mgmt	For	Against	Against
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For	For
9	Reelect Natacha Valla as Director	Mgmt	For	For	For
10	Elect Laurent Mignon as Director	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Renew Appointment of Lord Powell of Bayswater as Censor	Mgmt	For	Against	Against
12	Appoint Diego Della Valle as Censor	Mgmt	For	Against	Against
13	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	For
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	For
18	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Against
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Against
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against	Against
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For	For

L'Oreal SA

Meeting Date: 04/21/2023 **Country:** France **Ticker:** OR
Record Date: 04/19/2023 **Meeting Type:** Annual/Special
Primary Security ID: F58149133

Shares Voted: 162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Reelect Sophie Bellon as Director	Mgmt	For	For	For
5	Reelect Fabienne Dulac as Director	Mgmt	For	For	For
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For	For	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For	For	For
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Papa John's International, Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: PZZA

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 698813102

Shares Voted: 1,362,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher L. Coleman	Mgmt	For	For	For
1b	Elect Director Laurette T. Koellner	Mgmt	For	For	For
1c	Elect Director Robert M. Lynch	Mgmt	For	For	For
1d	Elect Director Jocelyn C. Mangan	Mgmt	For	For	For
1e	Elect Director Sonya E. Medina	Mgmt	For	For	For
1f	Elect Director Shaquille R. O'Neal	Mgmt	For	For	For
1g	Elect Director Anthony M. Sanfilippo	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

Meeting Date: 04/26/2023

Country: Netherlands

Ticker: ASML

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: N07059202

Shares Voted: 123

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt			
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	For	For
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt			
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Close Meeting	Mgmt			

The New York Times Company

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** NYT
Record Date: 02/28/2023 **Meeting Type:** Annual
Primary Security ID: 650111107

Shares Voted: 7,412,042

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Beth Brooke	Mgmt	For	For	For
1.2	Elect Director Rachel Glaser	Mgmt	For	For	For
1.3	Elect Director Brian P. McAndrews	Mgmt	For	For	For
1.4	Elect Director John W. Rogers, Jr.	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

FMC Corporation

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** FMC
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 302491303

Shares Voted: 1,497,036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pierre Brondeau	Mgmt	For	For	For
1b	Elect Director Eduardo E. Cordeiro	Mgmt	For	For	For
1c	Elect Director Carol Anthony ("John") Davidson	Mgmt	For	For	For
1d	Elect Director Mark Douglas	Mgmt	For	For	For
1e	Elect Director Kathy L. Fortmann	Mgmt	For	For	For
1f	Elect Director C. Scott Greer	Mgmt	For	For	For
1g	Elect Director K'Lynne Johnson	Mgmt	For	For	For
1h	Elect Director Dirk A. Kempthorne	Mgmt	For	For	For
1i	Elect Director Margareth Ovrum	Mgmt	For	For	For
1j	Elect Director Robert C. Pallash	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

FMC Corporation

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

Intuitive Surgical, Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** ISRG
Record Date: 02/28/2023 **Meeting Type:** Annual
Primary Security ID: 46120E602

Shares Voted: 59,968

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 Gary S. Guthart	Mgmt	For	For	For
1d	Elect Director Amal M. Johnson	Mgmt	For	For	For
1e	Elect Director Don R. Kania	Mgmt	For	For	For
1f	Elect Director Amy L. Ladd	Mgmt	For	For	For
1g	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For	For
1h	Elect Director Alan J. Levy	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	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	Report on Gender/Racial Pay Gap	SH	Against	For	For

Rambus Inc.

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** RMBS
Record Date: 03/03/2023 **Meeting Type:** Annual
Primary Security ID: 750917106

Rambus Inc.

Shares Voted: 93,078

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Emiko Higashi	Mgmt	For	For	For
1b	Elect Director Steven Laub	Mgmt	For	For	For
1c	Elect Director Eric Stang	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 Omnibus Stock Plan	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	For	For	For

Graco Inc.

Meeting Date: 04/28/2023

Country: USA

Ticker: GGG

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 384109104

Shares Voted: 2,161,688

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee R. Mitau	Mgmt	For	For	For
1b	Elect Director Martha A. Morfitt	Mgmt	For	For	For
1c	Elect Director Mark W. Sheahan	Mgmt	For	For	For
1d	Elect Director Kevin J. Wheeler	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

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: 35,014

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
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: 97,992

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

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Daniel R. Glickman	Mgmt	For	Against	For
1j	Elect Director Daniel G. Kaye	Mgmt	For	For	For
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

Hexcel Corporation

Meeting Date: 05/04/2023

Country: USA

Ticker: HXL

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 428291108

Shares Voted: 1,083,309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nick L. Stanage	Mgmt	For	For	For
1b	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For
1c	Elect Director Cynthia M. Egnotovich	Mgmt	For	For	For
1d	Elect Director Thomas A. Gendron	Mgmt	For	For	For
1e	Elect Director Jeffrey A. Graves	Mgmt	For	For	For
1f	Elect Director Guy C. Hachey	Mgmt	For	For	For
1g	Elect Director Marilyn L. Minus	Mgmt	For	For	For
1h	Elect Director Catherine A. Suever	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

Lattice Semiconductor Corporation

Meeting Date: 05/05/2023

Country: USA

Ticker: LSCC

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 518415104

Shares Voted: 1,004,363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James R. Anderson	Mgmt	For	For	For
1.2	Elect Director Robin A. Abrams	Mgmt	For	For	For
1.3	Elect Director Douglas Bettinger	Mgmt	For	For	For
1.4	Elect Director Mark E. Jensen	Mgmt	For	For	For
1.5	Elect Director James P. Lederer	Mgmt	For	For	For
1.6	Elect Director D. Jeffrey Richardson	Mgmt	For	For	For
1.7	Elect Director Elizabeth Schwarting	Mgmt	For	For	For
1.8	Elect Director Raejeanne Skillern	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	Approve Omnibus Stock Plan	Mgmt	For	For	For

Lonza Group AG

Meeting Date: 05/05/2023

Country: Switzerland

Ticker: LONN

Record Date:

Meeting Type: Annual

Primary Security ID: H50524133

Shares Voted: 743

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For
5.1.1	Reelect Albert Baehny as Director	Mgmt	For	For	For
5.1.2	Reelect Marion Helmes as Director	Mgmt	For	For	For
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For	For	For
5.1.5	Reelect Roger Nitsch as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For	For
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	For	For
5.2	Reelect Albert Baehny as Board Chair	Mgmt	For	For	For
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For
9.1	Amend Corporate Purpose	Mgmt	For	For	For
9.2	Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.3	Amend Articles Re: Voting on the Executive Committee Compensation	Mgmt	For	For	For
9.4	Amend Articles of Association	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For	For	For
11.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	For	For	For
11.2	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023	Mgmt	For	For	For
11.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - December 31, 2023	Mgmt	For	For	For
11.4	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Uber Technologies, Inc.

Meeting Date: 05/08/2023

Country: USA

Ticker: UBER

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 90353T100

Shares Voted: 349,125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	For	For	For
1b	Elect Director Revathi Advaiti	Mgmt	For	For	For
1c	Elect Director Ursula Burns	Mgmt	For	For	For
1d	Elect Director Robert Eckert	Mgmt	For	For	For
1e	Elect Director Amanda Ginsberg	Mgmt	For	For	For
1f	Elect Director Dara Khosrowshahi	Mgmt	For	For	For
1g	Elect Director Wan Ling Martello	Mgmt	For	For	For
1h	Elect Director John Thain	Mgmt	For	For	For
1i	Elect Director David I. Trujillo	Mgmt	For	For	For
1j	Elect Director Alexander Wynaendts	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	Commission a Third-Party Audit on Driver Health and Safety	SH	Against	Against	Against

Charles River Laboratories International, Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: CRL

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: 159864107

Shares Voted: 818,331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Foster	Mgmt	For	For	For
1.2	Elect Director Nancy C. Andrews	Mgmt	For	For	For
1.3	Elect Director Robert Bertolini	Mgmt	For	For	For
1.4	Elect Director Deborah T. Kochevar	Mgmt	For	For	For
1.5	Elect Director George Llado, Sr.	Mgmt	For	For	For
1.6	Elect Director Martin W. Mackay	Mgmt	For	For	For
1.7	Elect Director George E. Massaro	Mgmt	For	For	For
1.8	Elect Director C. Richard Reese	Mgmt	For	For	For

Charles River Laboratories International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Craig B. Thompson	Mgmt	For	For	For
1.10	Elect Director Richard F. Wallman	Mgmt	For	For	For
1.11	Elect Director Virginia M. Wilson	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	Report on Non-human Primates Imported by the Company	SH	Against	For	Against

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: 45,431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
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	For
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	For
1k	Elect Director John T. Schwieters	Mgmt	For	Against	For
1l	Elect Director Alan G. Spoon	Mgmt	For	For	For
1m	Elect Director Raymond C. Stevens	Mgmt	For	Against	For
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	For

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Waste Management, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** WM
Record Date: 03/14/2023 **Meeting Type:** Annual
Primary Security ID: 94106L109

Shares Voted: 92,320

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bruce E. Chinn	Mgmt	For	For	For
1b	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1c	Elect Director Andres R. Gluski	Mgmt	For	For	For
1d	Elect Director Victoria M. Holt	Mgmt	For	For	For
1e	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1f	Elect Director Sean E. Menke	Mgmt	For	For	For
1g	Elect Director William B. Plummer	Mgmt	For	For	For
1h	Elect Director John C. Pope	Mgmt	For	For	For
1i	Elect Director Maryrose T. Sylvester	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	Approve Omnibus Stock Plan	Mgmt	For	For	For

Wyndham Hotels & Resorts, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** WH
Record Date: 03/17/2023 **Meeting Type:** Annual
Primary Security ID: 98311A105

Shares Voted: 1,523,398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. Holmes	Mgmt	For	For	For
1b	Elect Director Geoffrey A. Ballotti	Mgmt	For	For	For
1c	Elect Director Myra J. Biblowit	Mgmt	For	For	For
1d	Elect Director James E. Buckman	Mgmt	For	For	For

Wyndham Hotels & Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Bruce B. Churchill	Mgmt	For	For	For
1f	Elect Director Mukul V. Deoras	Mgmt	For	For	For
1g	Elect Director Ronald L. Nelson	Mgmt	For	For	For
1h	Elect Director Pauline D.E. Richards	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation To Provide for Exculpation of Certain Officers	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Elevance Health, Inc.

Meeting Date: 05/10/2023

Country: USA

Ticker: ELV

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 036752103

Shares Voted: 697

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gail K. Boudreaux	Mgmt	For	For	For
1.2	Elect Director R. Kerry Clark	Mgmt	For	For	For
1.3	Elect Director Robert L. Dixon, Jr.	Mgmt	For	For	For
1.4	Elect Director Deanna D. Strable	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
6	Annually Report Third Party Political Contributions	SH	Against	Against	Against

Adyen NV

Meeting Date: 05/11/2023

Country: Netherlands

Ticker: ADYEN

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: N3501V104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	For	For
2.e	Approve Remuneration Policy for Management Board	Mgmt	For	For	For
2.f	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
2.g	Approve Increase Cap on Variable Remuneration for Staff Members	Mgmt	For	For	For
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	Mgmt	For	For	For
6	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	Mgmt	For	For	For
7	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	Mgmt	For	For	For
8	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	Mgmt	For	For	For
9	Reelect Pamela Joseph to Supervisory Board	Mgmt	For	For	For
10	Reelect Joep van Beurden to Supervisory Board	Mgmt	For	For	For
11	Amend Articles of Association	Mgmt	For	For	For
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Reappoint PwC as Auditors	Mgmt	For	For	For
16	Close Meeting	Mgmt			

Avantor, Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: AVTR

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 05352A100

Shares Voted: 12,045

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Juan Andres	Mgmt	For	For	For
1b	Elect Director John Carethers	Mgmt	For	For	For
1c	Elect Director Lan Kang	Mgmt	For	For	For
1d	Elect Director Joseph Massaro	Mgmt	For	For	For
1e	Elect Director Mala Murthy	Mgmt	For	For	For
1f	Elect Director Jonathan Peacock	Mgmt	For	For	For
1g	Elect Director Michael Severino	Mgmt	For	For	For
1h	Elect Director Christi Shaw	Mgmt	For	For	For
1i	Elect Director Michael Stubblefield	Mgmt	For	For	For
1j	Elect Director Gregory Summe	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

Edwards Lifesciences Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: EW

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 28176E108

Shares Voted: 184,610

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.2	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1.3	Elect Director Paul A. LaViolette	Mgmt	For	For	For
1.4	Elect Director Steven R. Loranger	Mgmt	For	For	For
1.5	Elect Director Martha H. Marsh	Mgmt	For	For	For
1.6	Elect Director Michael A. Mussallem	Mgmt	For	For	For
1.7	Elect Director Ramona Sequeira	Mgmt	For	For	For
1.8	Elect Director Nicholas J. Valeriani	Mgmt	For	For	For
1.9	Elect Director Bernard J. Zovighian	Mgmt	For	For	For

Edwards Lifesciences Corporation

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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

LPL Financial Holdings Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** LPLA
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: 50212V100

Shares Voted: 558,935

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dan H. Arnold	Mgmt	For	For	For
1b	Elect Director Edward C. Bernard	Mgmt	For	For	For
1c	Elect Director H. Paulett Eberhart	Mgmt	For	For	For
1d	Elect Director William F. Glavin, Jr.	Mgmt	For	For	For
1e	Elect Director Albert J. Ko	Mgmt	For	For	For
1f	Elect Director Allison H. Mnookin	Mgmt	For	For	For
1g	Elect Director Anne M. Mulcahy	Mgmt	For	For	For
1h	Elect Director James S. Putnam	Mgmt	For	For	For
1i	Elect Director Richard P. Schifter	Mgmt	For	For	For
1j	Elect Director Corey E. Thomas	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

SiteOne Landscape Supply, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** SITE
Record Date: 03/14/2023 **Meeting Type:** Annual
Primary Security ID: 82982L103

Shares Voted: 737,403

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William (Bill) W. Douglas, III	Mgmt	For	For	For
1.2	Elect Director Jeri L. Isbell	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

Universal Music Group NV

Meeting Date: 05/11/2023

Country: Netherlands

Ticker: UMG

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: N90313102

Shares Voted: 2,846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3	Approve Remuneration Report	Mgmt	For	Against	Against
4	Adopt Financial Statements	Mgmt	For	For	For
5.a	Receive Explanation on Company's Dividend Policy	Mgmt			
5.b	Approve Dividends	Mgmt	For	For	For
6.a	Approve Discharge of Executive Directors	Mgmt	For	For	For
6.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7.a	Reelect Lucian Grainge as Executive Director	Mgmt	For	For	For
7.b	Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge	Mgmt	For	Against	Against
8.a	Reelect Sherry Lansing as Non-Executive Director	Mgmt	For	For	For
8.b	Reelect Anna Jones as Non-Executive Director	Mgmt	For	For	For
8.c	Reelect Luc van Os as Non-Executive Director	Mgmt	For	Against	Against

Universal Music Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.d	Elect Haim Saban as Non-Executive Director	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Ratify Auditors	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Align Technology, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** ALGN
Record Date: 03/23/2023 **Meeting Type:** Annual
Primary Security ID: 016255101

Shares Voted: 20,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin J. Dallas	Mgmt	For	For	For
1.2	Elect Director Joseph M. Hogan	Mgmt	For	For	For
1.3	Elect Director Joseph Lacob	Mgmt	For	For	For
1.4	Elect Director C. Raymond Larkin, Jr.	Mgmt	For	For	For
1.5	Elect Director George J. Morrow	Mgmt	For	For	For
1.6	Elect Director Anne M. Myong	Mgmt	For	For	For
1.7	Elect Director Andrea L. Saia	Mgmt	For	For	For
1.8	Elect Director Susan E. Siegel	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Howmet Aerospace Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** HWM
Record Date: 03/21/2023 **Meeting Type:** Annual
Primary Security ID: 443201108

Howmet Aerospace Inc.

Shares Voted: 2,898,105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James F. Albaugh	Mgmt	For	For	For
1b	Elect Director Amy E. Alving	Mgmt	For	For	For
1c	Elect Director Sharon R. Barner	Mgmt	For	For	For
1d	Elect Director Joseph S. Cantie	Mgmt	For	For	For
1e	Elect Director Robert F. Leduc	Mgmt	For	For	For
1f	Elect Director David J. Miller	Mgmt	For	For	For
1g	Elect Director Jody G. Miller	Mgmt	For	For	For
1h	Elect Director John C. Plant	Mgmt	For	For	For
1i	Elect Director Ulrich R. Schmidt	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	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/17/2023

Country: USA

Ticker: WAB

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 929740108

Shares Voted: 1,934,468

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rafael Santana	Mgmt	For	For	For
1b	Elect Director Lee C. Banks	Mgmt	For	For	For
1c	Elect Director Byron S. Foster	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

Advanced Micro Devices, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: AMD

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: 007903107

Shares Voted: 109,010

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	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young 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

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: 234,921

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

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

Clean Harbors, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: CLH

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 184496107

Shares Voted: 496,630

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward G. Galante	Mgmt	For	For	For
1.2	Elect Director Alison A. Quirk	Mgmt	For	For	For
1.3	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
1.4	Elect Director John R. Welch	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

Pacific Biosciences of California, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: PACB

Record Date: 04/05/2023

Meeting Type: Annual

Primary Security ID: 69404D108

Shares Voted: 9,307,878

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christian O. Henry	Mgmt	For	For	For
1b	Elect Director John F. Milligan	Mgmt	For	For	For
1c	Elect Director Lucy Shapiro	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	Three Years	One Year	One Year
5	Advisory Vote on Retention of Classified Board Structure	Mgmt	None	Against	Against

Stevanato Group SpA

Meeting Date: 05/24/2023

Country: Italy

Ticker: STVN

Record Date: 04/28/2023

Meeting Type: Annual/Special

Primary Security ID: T9224W109

Shares Voted: 372,757

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Remuneration of Directors	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	For
	Extraordinary Business	Mgmt			
1	Amend Company Bylaws Re: Article 11.3	Mgmt	For	Against	For

Thermo Fisher Scientific Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: TMO

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 883556102

Shares Voted: 379

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	For	For	For
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director C. Martin Harris	Mgmt	For	For	For
1e	Elect Director Tyler Jacks	Mgmt	For	For	For
1f	Elect Director R. Alexandra Keith	Mgmt	For	For	For
1g	Elect Director James C. Mullen	Mgmt	For	For	For
1h	Elect Director Lars R. Sorensen	Mgmt	For	For	For
1i	Elect Director Debora L. Spar	Mgmt	For	For	For
1j	Elect Director Scott M. Sperling	Mgmt	For	For	For
1k	Elect Director Dion J. Weisler	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

Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Safran SA

Meeting Date: 05/25/2023 **Country:** France **Ticker:** SAF
Record Date: 05/23/2023 **Meeting Type:** Annual/Special
Primary Security ID: F4035A557

Shares Voted: 588

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	For
4	Approve Transaction with Airbus SE, Tikehau ACE Capital, AD Holding and the State	Mgmt	For	For	For
5	Ratify Appointment of Alexandre Lahousse as Director	Mgmt	For	For	For
6	Ratify Appointment of Robert Peugeot as Director	Mgmt	For	For	For
7	Reelect Ross McInnes as Director	Mgmt	For	For	For
8	Reelect Olivier Andries as Director	Mgmt	For	For	For
9	Elect Fabrice Bregier as Director	Mgmt	For	For	For
10	Reelect Laurent Guillot as Director	Mgmt	For	For	For
11	Reelect Alexandre Lahousse as Director	Mgmt	For	For	For
12	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Olivier Andries, CEO	Mgmt	For	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

Safran SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For	For
21	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-22	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 12.5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
28	Authorize up to 0.3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Casella Waste Systems, Inc.

Meeting Date: 06/01/2023

Country: USA

Ticker: CWST

Record Date: 04/05/2023

Meeting Type: Annual

Primary Security ID: 147448104

Shares Voted: 60,458

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael L. Battles	Mgmt	For	Withhold	For
1.2	Elect Director Joseph G. Doody	Mgmt	For	For	For
1.3	Elect Director Emily Nagle Green	Mgmt	For	Withhold	For

Casella Waste Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Qualified Employee Stock Purchase 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 RSM US LLP as Auditors	Mgmt	For	For	For

ServiceNow, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** NOW
Record Date: 04/04/2023 **Meeting Type:** Annual
Primary Security ID: 81762P102

Shares Voted: 25,446

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Bostrom	Mgmt	For	For	For
1b	Elect Director Teresa Briggs	Mgmt	For	For	For
1c	Elect Director Jonathan C. Chadwick	Mgmt	For	For	For
1d	Elect Director Paul E. Chamberlain	Mgmt	For	For	For
1e	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	For	For
1f	Elect Director Frederic B. Luddy	Mgmt	For	For	For
1g	Elect Director William R. McDermott	Mgmt	For	For	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1i	Elect Director Joseph 'Larry' Quinlan	Mgmt	For	For	For
1j	Elect Director Anita M. Sands	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Elect Director Deborah Black	Mgmt	For	For	For

Alphabet Inc.

Meeting Date: 06/02/2023 **Country:** USA **Ticker:** GOOGL
Record Date: 04/04/2023 **Meeting Type:** Annual
Primary Security ID: 02079K305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For	For
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	Against	For
1e	Elect Director Frances H. Arnold	Mgmt	For	Against	For
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
1g	Elect Director L. John Doerr	Mgmt	For	For	For
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1i	Elect Director Ann Mather	Mgmt	For	For	For
1j	Elect Director K. Ram Shriram	Mgmt	For	For	For
1k	Elect Director Robin L. Washington	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
6	Report on Lobbying Payments and Policy	SH	Against	For	Against
7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	SH	Against	Against	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	Against
9	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against
10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	Against	For	Against
11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	SH	Against	For	Against
12	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Against	For	Against
13	Report on Alignment of YouTube Policies With Online Safety Regulations	SH	Against	For	Against
14	Report on Content Governance and Censorship	SH	Against	Against	Against

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	SH	Against	Against	Against
16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
17	Adopt Share Retention Policy For Senior Executives	SH	Against	For	Against
18	Approve Recapitalization Plan for all Stock to Have One-vote per Share	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: 964

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
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	Against

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/06/2023

Country: Taiwan

Ticker: 2330

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: Y84629107

Shares Voted: 642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Issuance of Restricted Stocks	Mgmt	For	For	For
3	Amend Procedures for Endorsement and Guarantees	Mgmt	For	Against	For
4	Amend the Name of Audit Committee in the Policies (I)Procedures for Acquisition or Disposal of Assets (II)Procedures for Financial Derivatives Transactions (III)Procedures for Lending Funds to Other Parties (IV)Procedures for Endorsement and Guarantee	Mgmt	For	For	For

lululemon athletica inc.

Meeting Date: 06/07/2023

Country: USA

Ticker: LULU

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 550021109

Shares Voted: 150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Casey	Mgmt	For	For	For
1b	Elect Director Glenn Murphy	Mgmt	For	For	For
1c	Elect Director David Mussafer	Mgmt	For	For	For
1d	Elect Director Isabel Mahe	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	None	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

MarketAxess Holdings Inc.

Meeting Date: 06/07/2023

Country: USA

Ticker: MKTX

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 57060D108

Shares Voted: 164,720

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. McVey	Mgmt	For	For	For
1b	Elect Director Christopher R. Concannon	Mgmt	For	For	For
1c	Elect Director Nancy Altobello	Mgmt	For	For	For
1d	Elect Director Steven L. Begleiter	Mgmt	For	For	For
1e	Elect Director Stephen P. Casper	Mgmt	For	For	For
1f	Elect Director Jane Chwick	Mgmt	For	For	For
1g	Elect Director William F. Cruger	Mgmt	For	For	For
1h	Elect Director Kourtney Gibson	Mgmt	For	For	For
1i	Elect Director Richard G. Ketchum	Mgmt	For	For	For
1j	Elect Director Emily H. Portney	Mgmt	For	For	For
1k	Elect Director Richard L. Prager	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

MercadoLibre, Inc.

Meeting Date: 06/07/2023

Country: USA

Ticker: MELI

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: 58733R102

Shares Voted: 56

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan Segal	Mgmt	For	For	For
1.2	Elect Director Mario Eduardo Vazquez	Mgmt	For	For	For
1.3	Elect Director Alejandro Nicolas Aguzin	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 Pistrelli, Henry Martin y Asociados S.R.L., as Auditors	Mgmt	For	For	For

Perficient, Inc.

Meeting Date: 06/07/2023

Country: USA

Ticker: PRFT

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 71375U101

Shares Voted: 148,069

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Romil Bahl	Mgmt	For	For	For
1b	Elect Director Jeffrey S. Davis	Mgmt	For	For	For
1c	Elect Director Ralph C. Derrickson	Mgmt	For	For	For
1d	Elect Director Jill A. Jones	Mgmt	For	For	For
1e	Elect Director David S. Lundeen	Mgmt	For	For	For
1f	Elect Director Brian L. Matthews	Mgmt	For	For	For
1g	Elect Director Nancy C. Pechloff	Mgmt	For	For	For
1h	Elect Director Gary M. Wimberly	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For
6	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Datadog, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: DDOG

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: 23804L103

Shares Voted: 63,979

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Olivier Pomel	Mgmt	For	For	For
1b	Elect Director Dev Ittycheria	Mgmt	For	Withhold	For
1c	Elect Director Shardul Shah	Mgmt	For	Withhold	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

LendingClub Corporation

Meeting Date: 06/08/2023

Country: USA

Ticker: LC

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: 52603A208

Shares Voted: 8,348,912

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathryn Reimann	Mgmt	For	For	For
1b	Elect Director Scott Sanborn	Mgmt	For	For	For
1c	Elect Director Michael Zeisser	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	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Amend Omnibus Stock Plan	Mgmt	For	Against	For

Sight Sciences, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: SGHT

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: 82657M105

Shares Voted: 1,339,395

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Staffan Encrantz	Mgmt	For	Withhold	For
1.2	Elect Director Catherine Mazzacco	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Canadian Pacific Kansas City Limited

Meeting Date: 06/15/2023

Country: Canada

Ticker: CP

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: 13646K108

Shares Voted: 207,428

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Canadian Pacific Kansas City Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Management Advisory Vote on Climate Change	Mgmt	For	For	For
4.1	Elect Director John Baird	Mgmt	For	For	For
4.2	Elect Director Isabelle Courville	Mgmt	For	For	For
4.3	Elect Director Keith E. Creel	Mgmt	For	For	For
4.4	Elect Director Gillian H. Denham	Mgmt	For	For	For
4.5	Elect Director Antonio Garza	Mgmt	For	For	For
4.6	Elect Director David Garza-Santos	Mgmt	For	For	For
4.7	Elect Director Edward R. Hamberger	Mgmt	For	For	For
4.8	Elect Director Janet H. Kennedy	Mgmt	For	For	For
4.9	Elect Director Henry J. Maier	Mgmt	For	For	For
4.10	Elect Director Matthew H. Paull	Mgmt	For	For	For
4.11	Elect Director Jane L. Peverett	Mgmt	For	For	For
4.12	Elect Director Andrea Robertson	Mgmt	For	For	For
4.13	Elect Director Gordon T. Trafton	Mgmt	For	For	For

Aon plc

Meeting Date: 06/16/2023 **Country:** Ireland **Ticker:** AON
Record Date: 04/14/2023 **Meeting Type:** Annual
Primary Security ID: G0403H108

Shares Voted: 284

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	For	For
1.2	Elect Director Gregory C. Case	Mgmt	For	For	For
1.3	Elect Director Jin-Yong Cai	Mgmt	For	For	For
1.4	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For
1.5	Elect Director Fulvio Conti	Mgmt	For	For	For
1.6	Elect Director Cheryl A. Francis	Mgmt	For	For	For
1.7	Elect Director Adriana Karaboutis	Mgmt	For	For	For
1.8	Elect Director Richard C. Notebaert	Mgmt	For	For	For
1.9	Elect Director Gloria Santona	Mgmt	For	For	For
1.10	Elect Director Sarah E. Smith	Mgmt	For	For	For
1.11	Elect Director Byron O. Spruell	Mgmt	For	For	For
1.12	Elect Director Carolyn Y. Woo	Mgmt	For	For	For

Aon plc

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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Amend Omnibus Plan	Mgmt	For	For	For

Grocery Outlet Holding Corp.

Meeting Date: 06/20/2023 **Country:** USA **Ticker:** GO
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: 39874R101

Shares Voted: 5,300,994

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth W. Alterman	Mgmt	For	For	For
1b	Elect Director John (Jeb) E. Bachman	Mgmt	For	For	For
1c	Elect Director Thomas F. Herman	Mgmt	For	For	For
1d	Elect Director Erik D. Ragatz	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

Veeva Systems Inc.

Meeting Date: 06/21/2023 **Country:** USA **Ticker:** VEEV
Record Date: 04/26/2023 **Meeting Type:** Annual
Primary Security ID: 922475108

Shares Voted: 67,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy S. Cabral	Mgmt	For	For	For
1b	Elect Director Mark Carges	Mgmt	For	For	For
1c	Elect Director Peter P. Gassner	Mgmt	For	For	For
1d	Elect Director Mary Lynne Hedley	Mgmt	For	For	For
1e	Elect Director Priscilla Hung	Mgmt	For	For	For

Veeva Systems Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Tina Hunt	Mgmt	For	For	For
1g	Elect Director Marshall L. Mohr	Mgmt	For	For	For
1h	Elect Director Gordon Ritter	Mgmt	For	For	For
1i	Elect Director Paul Sekhri	Mgmt	For	Against	Against
1j	Elect Director Matthew J. Wallach	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Certificate of Incorporation	Mgmt	For	For	For
4	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against

NVIDIA Corporation

Meeting Date: 06/22/2023

Country: USA

Ticker: NVDA

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: 67066G104

Shares Voted: 41,557

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 Coxé	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 Michael G. McCaffery	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For
1j	Elect Director Mark L. Perry	Mgmt	For	For	For
1k	Elect Director A. Brooke Seawell	Mgmt	For	For	For
1l	Elect Director Aarti Shah	Mgmt	For	For	For
1m	Elect Director Mark A. Stevens	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

Okta, Inc.

Meeting Date: 06/22/2023

Country: USA

Ticker: OKTA

Record Date: 04/26/2023

Meeting Type: Annual

Primary Security ID: 679295105

Shares Voted: 1,056,280

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	Withhold	For
1.2	Elect Director Robert L. Dixon, Jr.	Mgmt	For	Withhold	For
1.3	Elect Director Benjamin Horowitz	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	For

Recruit Holdings Co., Ltd.

Meeting Date: 06/26/2023

Country: Japan

Ticker: 6098

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J6433A101

Shares Voted: 1,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Minegishi, Masumi	Mgmt	For	For	For
1.2	Elect Director Idekoba, Hisayuki	Mgmt	For	For	For
1.3	Elect Director Senaha, Ayano	Mgmt	For	For	For
1.4	Elect Director Rony Kahan	Mgmt	For	For	For
1.5	Elect Director Izumiya, Naoki	Mgmt	For	For	For
1.6	Elect Director Totoki, Hiroki	Mgmt	For	For	For
1.7	Elect Director Honda, Keiko	Mgmt	For	For	For
1.8	Elect Director Katrina Lake	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Tanaka, Miho	Mgmt	For	For	For
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

United Therapeutics Corporation

Meeting Date: 06/26/2023

Country: USA

Ticker: UTHR

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: 91307C102

United Therapeutics Corporation

Shares Voted: 577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher Causey	Mgmt	For	For	For
1b	Elect Director Raymond Dwek	Mgmt	For	For	For
1c	Elect Director Richard Giltner	Mgmt	For	For	For
1d	Elect Director Katherine Klein	Mgmt	For	For	For
1e	Elect Director Ray Kurzweil	Mgmt	For	For	For
1f	Elect Director Linda Maxwell	Mgmt	For	For	For
1g	Elect Director Nilda Mesa	Mgmt	For	For	For
1h	Elect Director Judy Olian	Mgmt	For	For	For
1i	Elect Director Christopher Patusky	Mgmt	For	For	For
1j	Elect Director Martine Rothblatt	Mgmt	For	For	For
1k	Elect Director Louis Sullivan	Mgmt	For	For	For
1l	Elect Director Tommy Thompson	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

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: 68,308

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

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
8	Report on Lobbying Payments and Policy	SH	Against	For	For
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

Experian Plc

Meeting Date: 07/19/2023

Country: Jersey

Ticker: EXPN

Record Date: 07/17/2023

Meeting Type: Annual

Primary Security ID: G32655105

Shares Voted: 1,640

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Craig Boundy as Director	Mgmt	For	For	For
5	Elect Kathleen DeRose as Director	Mgmt	For	For	For
6	Elect Esther Lee as Director	Mgmt	For	For	For
7	Elect Louise Pentland as Director	Mgmt	For	For	For
8	Re-elect Alison Brittain as Director	Mgmt	For	For	For

Experian Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Brian Cassin as Director	Mgmt	For	For	For
10	Re-elect Caroline Donahue as Director	Mgmt	For	For	For
11	Re-elect Luiz Fleury as Director	Mgmt	For	For	For
12	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
13	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
14	Re-elect Mike Rogers as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Linde Plc

Meeting Date: 07/24/2023

Country: Ireland

Ticker: LIN

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: G54950103

Shares Voted: 25,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For	For
1e	Elect Director Hugh Grant	Mgmt	For	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For
1h	Elect Director Martin H. Richenhagen	Mgmt	For	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

Linde Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Supermajority Vote Requirement	Mgmt	For	For	For

ICON plc

Meeting Date: 07/25/2023 **Country:** Ireland **Ticker:** ICLR
Record Date: 06/02/2023 **Meeting Type:** Annual
Primary Security ID: G4705A100

Shares Voted: 910

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ciaran Murray	Mgmt	For	For	For
1.2	Elect Director Steve Cutler	Mgmt	For	For	For
1.3	Elect Director Ronan Murphy	Mgmt	For	For	For
1.4	Elect Director John Climax	Mgmt	For	For	For
1.5	Elect Director Eugene McCague	Mgmt	For	For	For
1.6	Elect Director Joan Garahy	Mgmt	For	For	For
1.7	Elect Director Julie O'Neill	Mgmt	For	For	For
1.8	Elect Director Linda Grais	Mgmt	For	For	For
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Authorise Issue of Equity	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve the Price Range for the Reissuance of Shares	Mgmt	For	For	For

NIKE, Inc.

Meeting Date: 09/12/2023 **Country:** USA **Ticker:** NKE
Record Date: 07/12/2023 **Meeting Type:** Annual
Primary Security ID: 654106103

NIKE, Inc.

Shares Voted: 71,549

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cathleen Benko	Mgmt	For	For	For
1b	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
1c	Elect Director John Rogers, Jr.	Mgmt	For	Withhold	Withhold
1d	Elect Director Robert Swan	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	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
6	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	SH	Against	Against	Against

Stevanato Group SpA

Meeting Date: 10/04/2023

Country: Italy

Ticker: STVN

Record Date: 09/08/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: T9224W109

Shares Voted: 125,901

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Business Approve Capital Increase without Preemptive Rights	Mgmt	For	For	For

Elastic N.V.

Meeting Date: 10/05/2023

Country: Netherlands

Ticker: ESTC

Record Date: 09/05/2023

Meeting Type: Annual

Primary Security ID: N14506104

Shares Voted: 1,760,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul Auvil	Mgmt	For	For	For
1b	Elect Director Alison Gleeson	Mgmt	For	For	For
1c	Elect Director Caryn Marooney	Mgmt	For	Against	For

Elastic N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Appoint PricewaterhouseCoopers Accountants N.V. as External Auditor	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital	Mgmt	For	For	For
8	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Bio-Techne Corporation

Meeting Date: 10/26/2023

Country: USA

Ticker: TECH

Record Date: 09/01/2023

Meeting Type: Annual

Primary Security ID: 09073M104

Shares Voted: 1,143,846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Nine	Mgmt	For	For	For
2a	Elect Director Robert V. Baumgartner	Mgmt	For	For	For
2b	Elect Director Julie L. Bushman	Mgmt	For	For	For
2c	Elect Director John L. Higgins	Mgmt	For	For	For
2d	Elect Director Joseph D. Keegan	Mgmt	For	For	For
2e	Elect Director Charles R. Kummeth	Mgmt	For	For	For
2f	Elect Director Roeland Nusse	Mgmt	For	For	For
2g	Elect Director Alpana Seth	Mgmt	For	For	For
2h	Elect Director Randolph Steer	Mgmt	For	For	For
2i	Elect Director Rupert Vessey	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
5	Ratify KPMG, LLP as Auditors	Mgmt	For	For	For

Abcam Plc

Meeting Date: 11/06/2023

Country: United Kingdom

Ticker: ABCM

Record Date: 10/02/2023

Meeting Type: Proxy Contest

Primary Security ID: 000380204

Shares Voted: 242,234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Management Proxy (Blue Proxy Card)	Mgmt			
	Court Meeting Agenda	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For
	Special Meeting Agenda	Mgmt			
2	Approve Scheme of Arrangement	Mgmt	For	For	For
	Dissident Proxy (White Proxy Card)	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	Against	Do Not Vote	Do Not Vote

Wix.com Ltd.

Meeting Date: 11/06/2023

Country: Israel

Ticker: WIX

Record Date: 10/04/2023

Meeting Type: Annual

Primary Security ID: M98068105

Shares Voted: 1,484,556

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a.	Reelect Deirdre Bigley as Director	Mgmt	For	For	For
1b.	Reelect Allon Bloch as Director	Mgmt	For	For	For
1c.	Reelect Ferran Soriano as Director	Mgmt	For	For	For
2	Approve Compensation of CEO	Mgmt	For	Against	For
3	Approve Amended Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
4	Ratify Appointment and Compensation of Kost, Forer, Gabbay & Kasierer, as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
A	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	Mgmt	None	Refer	For

Bill Holdings, Inc.

Meeting Date: 12/07/2023

Country: USA

Ticker: BILL

Record Date: 10/12/2023

Meeting Type: Annual

Primary Security ID: 090043100

Shares Voted: 376,882

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rene Lacerte	Mgmt	For	For	For
1.2	Elect Director Peter Kight	Mgmt	For	Withhold	Withhold
1.3	Elect Director Tina Reich	Mgmt	For	For	For
1.4	Elect Director Scott Wagner	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

Microsoft Corporation

Meeting Date: 12/07/2023

Country: USA

Ticker: MSFT

Record Date: 09/29/2023

Meeting Type: Annual

Primary Security ID: 594918104

Shares Voted: 105,590

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

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
7	Report on Government Take Down Requests	SH	Against	Against	Against
8	Report on Risks of Weapons Development	SH	Against	Against	Against
9	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
10	Publish a Tax Transparency Report	SH	Against	Against	Against
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	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	Against	Against

Peloton Interactive, Inc.

Meeting Date: 12/07/2023 **Country:** USA **Ticker:** PTON
Record Date: 10/12/2023 **Meeting Type:** Annual

Primary Security ID: 70614W100

Shares Voted: 5,757,522

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barry McCarthy	Mgmt	For	For	For
1.2	Elect Director Angel L. Mendez	Mgmt	For	Withhold	For
1.3	Elect Director Pamela Thomas-Graham	Mgmt	For	Withhold	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	For

Copart, Inc.

Meeting Date: 12/08/2023 **Country:** USA **Ticker:** CPRT
Record Date: 10/13/2023 **Meeting Type:** Annual

Primary Security ID: 217204106

Shares Voted: 147,834

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Willis J. Johnson	Mgmt	For	For	For
1.2	Elect Director A. Jayson Adair	Mgmt	For	For	For
1.3	Elect Director Matt Blunt	Mgmt	For	For	For
1.4	Elect Director Steven D. Cohan	Mgmt	For	For	For
1.5	Elect Director Daniel J. Englander	Mgmt	For	For	For
1.6	Elect Director James E. Meeks	Mgmt	For	For	For
1.7	Elect Director Thomas N. Tryforos	Mgmt	For	For	For
1.8	Elect Director Diane M. Morefield	Mgmt	For	For	For
1.9	Elect Director Stephen Fisher	Mgmt	For	For	For
1.10	Elect Director Cherylyn Harley LeBon	Mgmt	For	For	For
1.11	Elect Director Carl D. Sparks	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For

Aspen Technology, Inc.

Meeting Date: 12/14/2023

Country: USA

Ticker: AZPN

Record Date: 10/18/2023

Meeting Type: Annual

Primary Security ID: 29109X106

Shares Voted: 522,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick M. Antkowiak	Mgmt	For	For	For
1b	Elect Director Thomas F. Bogan	Mgmt	For	For	For
1c	Elect Director Karen M. Golz	Mgmt	For	For	For
1d	Elect Director Ram R. Krishnan	Mgmt	For	Against	For
1e	Elect Director Antonio J. Pietri	Mgmt	For	For	For
1f	Elect Director Arlen R. Shenkman	Mgmt	For	For	For
1g	Elect Director Jill D. Smith	Mgmt	For	For	For
1h	Elect Director Robert M. Whelan, Jr.	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

