



VOTE SUMMARY REPORT

Date range covered : 10/01/2024 to 12/31/2024

Voting Statistics

	Total	Percent
Votable Meetings	17	
Meetings Voted	17	100.00%
Meetings with One or More Votes Against Management	9	52.94%
Votable Ballots	24	
Ballots Voted	24	100.00%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	163		13		176	
Proposals Voted	163	100.00%	13	100.00%	176	100.00%
FOR Votes	154	94.48%	11	84.62%	165	93.75%
AGAINST Votes	4	2.45%	2	15.38%	6	3.41%
ABSTAIN Votes	0	0.00%	0	0.00%	0	0.00%
WITHHOLD Votes	4	2.45%	0	0.00%	4	2.27%
Votes WITH Management	155	95.09%	2	15.38%	157	89.20%
Votes AGAINST Management	8	4.91%	11	84.62%	19	10.80%

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

Franklin Templeton ETF Trust

Meeting Date: 10/08/2024 Country: USA Ticker: N/A
Record Date: 07/29/2024 Meeting Type: Special
Primary Security ID: ZZZZ00043664

Total Ballots: 3
Shares on Loan: 0 Shares Instructed: 748,000 Shares Voted: 748,000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rohit Bhagat	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1.2	Elect Director Deborah D. McWhinney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1.3	Elect Director Anantha K. Pradeep	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1.4	Elect Director Alison J. Baumann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1.5	Elect Director Patrick O'Connor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							

Franklin Templeton ETF Trust

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
FDP Emerging Market Equity Portfolio, FPB1, ET FPB2	997FPB1	Confirmed	Auto-Instructed 09/16/2024	Auto-Approved 09/16/2024		425,000	425,000
FDP Emerging Market Equity Portfolio, FPB1, ET FPB2	997FPB1	Confirmed	Auto-Instructed 09/16/2024	Auto-Approved 09/16/2024		158,000	158,000
FDP Emerging Market Equity Portfolio, FPB1, ET FPB2	997FPB1	Confirmed	Auto-Instructed 09/16/2024	Auto-Approved 09/16/2024		165,000	165,000
Total Shares:						748,000	748,000

The Procter & Gamble Company

Meeting Date: 10/08/2024 **Country:** USA **Ticker:** PG
Record Date: 08/09/2024 **Meeting Type:** Annual
Primary Security ID: 742718109

Total Ballots: 1

Shares on Loan: 0

Shares Instructed: 148

Shares Voted: 148

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1b	Elect Director Brett Biggs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1c	Elect Director Sheila Bonini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1d	Elect Director Amy L. Chang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1e	Elect Director Joseph Jimenez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1f	Elect Director Christopher Kempczinski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1g	Elect Director Debra L. Lee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1h	Elect Director Terry J. Lundgren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1i	Elect Director Christine M. McCarthy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Ashley McEvoy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1k	Elect Director Jon R. Moeller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1l	Elect Director Robert J. Portman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1m	Elect Director Rajesh Subramaniam	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1n	Elect Director Patricia A. Woertz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concerns exist in the discretionary nature of the STI program. Nevertheless, annual incentives are tied to pre-set financial metrics, albeit with limited disclosure, and half of the annual equity grants are targeted to be performance-based and measured over a multiyear performance period.</i>						
4	Report on Median Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as median pay gap statistics across race and gender would allow shareholders to compare and measure the progress of the company's diversity and inclusion initiatives.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	148	148
			09/20/2024	09/20/2024	09/21/2024		
Total Shares:						148	148

Paychex, Inc.

Meeting Date: 10/10/2024

Country: USA

Ticker: PAYX

Record Date: 08/12/2024

Meeting Type: Annual

Primary Security ID: 704326107

Total Ballots: 1

Shares on Loan: 0

Shares Instructed: 228

Shares Voted: 228

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin Mucci	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1b	Elect Director Thomas F. Bonadio	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1c	Elect Director Joseph G. Doody	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1d	Elect Director John B. Gibson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1e	Elect Director B. Thomas Golisano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1f	Elect Director Pamela A. Joseph	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1g	Elect Director Theresa M. Payton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1h	Elect Director Kevin A. Price	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1i	Elect Director Joseph M. Tucci	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1j	Elect Director Joseph M. Velli	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1k	Elect Director Kara Wilson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While some concerns are noted in the LTI plan, annual incentives are largely based on pre-set objective measures and half of the equity awards were performance-based.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	228	228
			09/10/2024	09/10/2024	09/18/2024		

Medtronic Plc

Meeting Date: 10/17/2024

Country: Ireland

Ticker: MDT

Record Date: 08/23/2024

Meeting Type: Annual

Primary Security ID: G5960L103

Total Ballots: 1

Shares on Loan: 0

Shares Instructed: 1,000

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1b	Elect Director Scott C. Donnelly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1c	Elect Director Lidia L. Fonseca	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1d	Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1e	Elect Director Randall J. Hogan, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1f	Elect Director Gregory P. Lewis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1g	Elect Director Kevin E. Lofton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1h	Elect Director Geoffrey S. Martha	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1i	Elect Director Elizabeth G. Nabel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1j	Elect Director Kendall J. Powell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorize Board to fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						

Medtronic Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted although a concern is noted regarding the lack of disclosure in the LTI program. Nevertheless, performance shares vest on achievement of financial metrics and are measured over a multi-year performance period, while annual incentives are largely based on pre-set financial metrics.</i>							
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amount and durations are within recommended limits.</i>							
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amount and durations are within recommended limits.</i>							
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the amount and duration are within recommended limits.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F8X, F8X	F8XXXXXX	Confirmed	Auto-Instructed 09/16/2024	Auto-Approved 09/17/2024	Shares Confirmed 09/27/2024	1,000	1,000
Total Shares:						1,000	1,000

Automatic Data Processing, Inc.

Meeting Date: 11/06/2024 **Country:** USA **Ticker:** ADP
Record Date: 09/09/2024 **Meeting Type:** Annual
Primary Security ID: 053015103

Total Ballots: 1 **Shares on Loan:** 0 **Shares Instructed:** 210 **Shares Voted:** 210

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1b	Elect Director Maria Black	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1c	Elect Director David V. Goeckeler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							

Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1e	Elect Director John P. Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1f	Elect Director Francine S. Katsoudas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1g	Elect Director Nazzic S. Keene	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1h	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1i	Elect Director Scott F. Powers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1j	Elect Director William J. Ready	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1k	Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1l	Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Some concerns are noted regarding the goal rigor for the STI and LTI programs. However, the STI is primarily based on preset financial goals, while the LTI is largely performance-based.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	210	210
			10/07/2024	10/07/2024	10/15/2024		
Total Shares:						210	210

Cardinal Health, Inc.

Meeting Date: 11/06/2024

Country: USA

Ticker: CAH

Record Date: 09/09/2024

Meeting Type: Annual

Primary Security ID: 14149Y108

Total Ballots: 1

Shares on Loan: 0

Shares Instructed: 100

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert W. Azelby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominee is warranted.</i>						
1b	Elect Director Michelle M. Brennan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominee is warranted.</i>						
1c	Elect Director Sheri H. Edison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominee is warranted.</i>						
1d	Elect Director David C. Evans	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominee is warranted.</i>						
1e	Elect Director Patricia A. Hemingway Hall	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominee is warranted.</i>						
1f	Elect Director Jason M. Hollar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominee is warranted.</i>						
1g	Elect Director Akhil Johri	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominee is warranted.</i>						
1h	Elect Director Gregory B. Kenny	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominee is warranted.</i>						
1i	Elect Director Nancy Killefer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominee is warranted.</i>						
1j	Elect Director Christine A. Mundkur	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominee is warranted.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
4	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as there are no recurring issues or company-specific factors at the company that suggest the proponent's more stringent director resignation policy is necessary at this time.</i>						

Cardinal Health, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed 10/22/2024	Auto-Approved 10/22/2024	Shares Confirmed 10/23/2024	100	100
Total Shares:						100	100

Oracle Corporation

Meeting Date: 11/14/2024 **Country:** USA **Ticker:** ORCL
Record Date: 09/16/2024 **Meeting Type:** Annual
Primary Security ID: 68389X105

Total Ballots: 1 **Shares on Loan:** 0 **Shares Instructed:** 28 **Shares Voted:** 28

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i>							
1.2	Elect Director Jeffrey S. Berg	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i>							
1.3	Elect Director Michael J. Boskin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i>							
1.4	Elect Director Safra A. Catz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i>							
1.5	Elect Director Bruce R. Chizen	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i>							
1.6	Elect Director George H. Conrades	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i>							
1.7	Elect Director Lawrence J. Ellison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i>							

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Rona A. Fairhead	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i></p>							
1.9	Elect Director Jeffrey O. Henley	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i></p>							
1.10	Elect Director Charles W. Moorman	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i></p>							
1.11	Elect Director Leon E. Panetta	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i></p>							
1.12	Elect Director William G. Parrett	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i></p>							
1.13	Elect Director Naomi O. Seligman	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Jeffrey Berg, Bruce Chizen, Leon Panetta, and William Parrett for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i></p>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. While CEO pay and company performance were reasonably aligned for the year in review, there are concerns noted within the pay program. Most notably, annual equity grants to certain NEOs do not utilize performance-conditioned equity, which is inconsistent with prevailing market practices as well as contrary to recent shareholder feedback. Additionally, though disclosure surrounding security fees to Chairman Ellison improved in FY24, continued monitoring is warranted, as the value of this perquisite remains outsized.</i></p>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>							
4	Report on Climate Risk in Retirement Plan Options	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	28	28
			10/23/2024	10/23/2024	10/24/2024		
Total Shares:						28	28

Sysco Corporation

Meeting Date: 11/15/2024

Country: USA

Ticker: SYY

Record Date: 09/16/2024

Meeting Type: Annual

Primary Security ID: 871829107

Total Ballots: 1

Shares on Loan: 0

Shares Instructed: 241

Shares Voted: 241

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1b	Elect Director Francesca DeBiase	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1c	Elect Director Ali Dibadj	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1d	Elect Director Larry C. Glasscock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1e	Elect Director Jill M. Golder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1f	Elect Director Bradley M. Halverson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1g	Elect Director John M. Hinshaw	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1h	Elect Director Kevin P. Hourican	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1i	Elect Director Roberto Marques	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1j	Elect Director Alison Kenney Paul	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1k	Elect Director Sheila G. Talton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance appear reasonably aligned. The annual incentive program was primarily based on pre-set objective metrics with performance targets set above the previous year. Half of the long-term equity awards were performance conditioned and performance shares are measured over multi-year periods.</i>						

Sysco Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and the number of shares reserved are reasonable, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i></p>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>							
5	Adopt Measurable Time Bound Goals to Ensure Group Sow Housing for Private Brand Pork Products	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. In light of regulatory developments and the company's lack of disclosure, shareholders would benefit from more information on the company's practices related to reducing or eliminating the use of gestation crates in its pork supply chain.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed 10/25/2024	Auto-Approved 10/25/2024	Shares Confirmed 10/26/2024	241	241
Total Shares:						241	241

Killam Apartment REIT

Meeting Date: 11/21/2024 **Country:** Canada **Ticker:** KMP.UN
Record Date: 10/18/2024 **Meeting Type:** Special
Primary Security ID: 49410M102

Total Ballots: 3
Shares on Loan: 0 **Shares Instructed:** 2,143 **Shares Voted:** 2,143

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reorganization Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Vote FOR this resolution due to the strategic rationale and absence of any significant governance concerns.</i></p>							

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F3X, F3X	F3XXXXXX	Confirmed	Auto-Instructed 11/07/2024	Auto-Approved 11/07/2024		561	561
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed 11/07/2024	Auto-Approved 11/07/2024		1,250	1,250
F7X, F7X	F7XXXXXX	Confirmed	Auto-Instructed 11/07/2024	Auto-Approved 11/07/2024		332	332
Total Shares:						2,143	2,143

Killam Apartment REIT

Infosys Limited

Meeting Date: 11/26/2024 **Country:** India **Ticker:** 500209
Record Date: 10/28/2024 **Meeting Type:** Special
Primary Security ID: Y4082C133

Total Ballots: 1
Shares on Loan: 0 **Shares Instructed:** 1,729 **Shares Voted:** 1,729

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt	No				
1	Approve Material Related Party Transactions between Infosys Limited and Subsidiaries with Stater N.V.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted given that the proposed transactions are within the ordinary course of the company's business, and will be conducted at arm's-length.</i></p>							
2	Approve Material Related Party Transactions between Infosys Limited and Subsidiaries with Stater Nederland B.V	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted given that the proposed transactions are within the ordinary course of the company's business, and will be conducted at arm's-length.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed	Auto-Approved		1,729	1,729
			11/11/2024	11/11/2024			
Total Shares:						1,729	1,729

Brookfield Infrastructure Corporation

Meeting Date: 12/03/2024 **Country:** Canada **Ticker:** BIPC
Record Date: 10/21/2024 **Meeting Type:** Special
Primary Security ID: 11275Q107

Total Ballots: 1
Shares on Loan: 0 **Shares Instructed:** 205 **Shares Voted:** 205

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Plan of Arrangement (Reorganization)	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST this resolution. While the strategic rationale makes sense and shareholders will retain ownership in an economically equivalent security, the proposed articles of New Corporation contain a number of provisions offside Canadian market best practices. Importantly, the New Corporation articles have an amended quorum requirement for shareholders' meetings such that Brookfield (as a holder of both Class A and Class B shares) may constitute a quorum for shareholders' meetings with votes that do not require a separate vote by a class or series. On balance, given the foregoing governance considerations, this resolution is not supportable.</i></p>							

Brookfield Infrastructure Corporation

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed 11/19/2024	Auto-Approved 11/19/2024		205	205
Total Shares:						205	205

Cisco Systems, Inc.

Meeting Date: 12/09/2024 **Country:** USA **Ticker:** CSCO
Record Date: 10/10/2024 **Meeting Type:** Annual
Primary Security ID: 17275R102

Total Ballots: 2 **Shares on Loan:** 0 **Shares Instructed:** 3,871 **Shares Voted:** 3,871

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wesley G. Bush	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1b	Elect Director Michael D. Capellas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1c	Elect Director Mark Garrett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1d	Elect Director John D. Harris, II	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1e	Elect Director Kristina M. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1f	Elect Director Sarah Rae Murphy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1g	Elect Director Charles H. Robbins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1h	Elect Director Daniel H. Schulman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1i	Elect Director Marianna Tessel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						

Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. A certain number of concerning features are noted within the pay program, most notably the lowering of one target in the LTI program, the extensive use of one-year performance periods for performance equity, and the increase in the annual equity grant value. Despite these concerns, pay outcomes were in line with company performance for the year in review, as the STI, LTI, and special grant were each earned below target. The annual bonus program is also largely based on rigorous financial goals, and a majority of equity granted to the CEO was performance based.</i></p>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed 11/21/2024	Auto-Approved 11/21/2024	Shares Confirmed 11/22/2024	371	371
FDP Canadian Dividend Equity Portfolio, FPA1,FPA7,FPA6, ET FPA8	997FPA7	Confirmed	Auto-Instructed 11/21/2024	Auto-Approved 11/21/2024	Shares Confirmed 11/22/2024	3,500	3,500
Total Shares:						3,871	3,871

Microsoft Corporation

Meeting Date: 12/10/2024 **Country:** USA **Ticker:** MSFT
Record Date: 09/30/2024 **Meeting Type:** Annual
Primary Security ID: 594918104

Total Ballots: 2
Shares on Loan: 0 **Shares Instructed:** 1,497 **Shares Voted:** 1,497

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>							
1.2	Elect Director Hugh F. Johnston	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>							
1.3	Elect Director Teri L. List	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>							
1.4	Elect Director Catherine MacGregor	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>							
1.5	Elect Director Mark A. L. Mason	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>							

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.7	Elect Director Sandra E. Peterson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.8	Elect Director Penny S. Pritzker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.9	Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.10	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.11	Elect Director John W. Stanton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.12	Elect Director Emma N. Walmsley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are aligned for the year in review. Annual incentives were primarily based on objective criteria and the CEO's long-term awards were entirely performance-conditioned. The cash incentive payout was reduced at the CEO's request this year. However, the CEO's base salary and STI payout opportunities remained relatively large and long-term incentives rely primarily on annual performance periods.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
4	Report on Risks of Weapons Development	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as the requested report would allow shareholders to better understand Microsoft's management and oversight of risks related to weapons development.</i>						
5	Assess and Report on Investing in Bitcoin	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, given that the company already considers potential investments in Bitcoin and other cryptocurrencies as part of its investment portfolio.</i>						
6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.</i>						

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional disclosure related to the potential risks associated with the use of the company's artificial intelligence and machine learning tools for new oil and gas development and production.</i></p>							
8	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Increased disclosure and greater transparency regarding risks related to misinformation and disinformation, including from generative AI, would benefit shareholders on its potential business impacts and how the company is managing these risks.</i></p>							
9	Report on AI Data Sourcing Accountability	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as the company is facing increased risks related to copyright infringement. Although it discloses information about its assessment of AI risks generally, shareholders would benefit from greater attention to risks related to how the company uses third-party information to train its large language models.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed 11/22/2024	Auto-Approved 11/22/2024	Shares Confirmed 11/23/2024	1,450	1,450
F8X, F8X	F8XXXXXX	Confirmed	Auto-Instructed 11/22/2024	Auto-Approved 11/22/2024	Shares Confirmed 11/23/2024	47	47
Total Shares:						1,497	1,497

Palo Alto Networks, Inc.

Meeting Date: 12/10/2024 **Country:** USA **Ticker:** PANW
Record Date: 10/18/2024 **Meeting Type:** Annual
Primary Security ID: 697435105

Total Ballots: 2 **Shares on Loan:** 0 **Shares Instructed:** 56 **Shares Voted:** 56

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John Key	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>							
1b	Elect Director Mary Pat McCarthy	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>							
1c	Elect Director Nir Zuk	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>							

Palo Alto Networks, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Some pay program concerns warrant continued monitoring, including the value of the CEO's annual equity grant and LTI structure, though pay and performance are reasonably aligned for the year in review. Nevertheless, a vote AGAINST the proposal is warranted due to the compensation committee's limited responsiveness to last year's failed say-on-pay vote result. The committee made certain pay program improvements in response to shareholder concerns, including a reduction in perquisites and the maximum LTI vesting opportunity, improved STI disclosure, and a firmer commitment regarding one-time awards. However, it is unclear whether the reduction in the maximum LTI vesting opportunity adequately addresses expressed concerns, as the new maximum remains a significant outlier. Further, it is unclear whether the committee adequately addressed concerns surrounding "certain components of CEO compensation" considered too high, in part due to vague disclosure regarding this point of feedback.</i>							
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
6	Report on Climate Risk in Retirement Plan Options	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed 11/26/2024	Auto-Approved 11/26/2024	Shares Confirmed 11/28/2024	34	34
F8X, F8X	F8XXXXXX	Confirmed	Auto-Instructed 11/26/2024	Auto-Approved 11/26/2024	Shares Confirmed 11/28/2024	22	22
Total Shares:						56	56

AutoZone, Inc.

Meeting Date: 12/18/2024

Country: USA

Ticker: AZO

Record Date: 10/21/2024

Meeting Type: Annual

Primary Security ID: 053332102

Total Ballots: 1

Shares on Loan: 0

Shares Instructed: 2

Shares Voted: 2

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Philip B. Daniele, III	Mgmt	Yes	For	For	For	For

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.2	Elect Director Michael A. George	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.3	Elect Director Linda A. Goodspeed	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.4	Elect Director Earl G. Graves, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.5	Elect Director Brian P. Hannasch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.6	Elect Director Gale V. King	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.7	Elect Director George R. Mrkonic, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.8	Elect Director William C. Rhodes, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.9	Elect Director Jill A. Soltau	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance were sufficiently aligned for the year in review. Annual incentives were primarily based and the committee intends to introduce premium-priced options as part of the CEO's LTI award in FY25, mitigating ongoing concerns regarding the lack of any pre-set performance goals for the CEO's LTI.</i>						
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 25%	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reducing the ownership threshold to call a special meeting from 50 percent to 25 percent would represent an improvement to the current right.</i>						
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance the existing shareholder right to call special meetings.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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AutoZone, Inc.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed 11/27/2024	Auto-Approved 11/27/2024	Shares Confirmed 12/04/2024	2	2
Total Shares:						2	2

FactSet Research Systems Inc.

Meeting Date: 12/19/2024 **Country:** USA **Ticker:** FDS
Record Date: 10/21/2024 **Meeting Type:** Annual
Primary Security ID: 303075105

Total Ballots: 1 **Shares on Loan:** 0 **Shares Instructed:** 4 **Shares Voted:** 4

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Siew Kai Choy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1b	Elect Director Laurie G. Hylton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1c	Elect Director Lee Shavel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1d	Elect Director Elisha Wiesel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives are primarily based on objective financial metrics and half of the equity awards are targeted to be performance conditioned.</i>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold to call a special meeting would improve shareholder rights.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed 11/26/2024	Auto-Approved 11/26/2024	Shares Confirmed 11/30/2024	4	4
Total Shares:						4	4

Enblence Technologies Inc.

Meeting Date: 12/23/2024 Country: Canada Ticker: ENA
 Record Date: 11/07/2024 Meeting Type: Annual
 Primary Security ID: 292483302

Total Ballots: 1
 Shares on Loan: 0 Shares Instructed: 1 Shares Voted: 1

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Derek J. Burney	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST incumbent board chair Derek Burney for lack of diversity on the board. Vote FOR the remaining director nominee(s).</i>							
1.2	Elect Director Louis De Jong	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote AGAINST incumbent board chair Derek Burney for lack of diversity on the board. Vote FOR the remaining director nominee(s).</i>							
1.3	Elect Director Daniel Huff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote AGAINST incumbent board chair Derek Burney for lack of diversity on the board. Vote FOR the remaining director nominee(s).</i>							
1.4	Elect Director Oded Tal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote AGAINST incumbent board chair Derek Burney for lack of diversity on the board. Vote FOR the remaining director nominee(s).</i>							
2	Approve MNP LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote FOR the ratification of MNP LLP as auditor as non-audit fees (11 percent) were reasonable relative to total fees paid to the auditor.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
F4X, F4X	F4XXXXXX	Confirmed	Auto-Instructed 12/09/2024	Auto-Approved 12/09/2024		1	1
Total Shares:						1	1