



REPORTING PERIOD: 01/01/2021 to 12/31/2021

Intuit Inc.**Meeting Date:** 01/21/2021**Meeting Type:** Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Eve Burton	Mgmt	For	For	For
Elect Director Scott D. Cook	Mgmt	For	For	For
Elect Director Richard L. Dalzell	Mgmt	For	For	For
Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
Elect Director Deborah Liu	Mgmt	For	For	For
Elect Director Tekedra Mawakana	Mgmt	For	For	For
Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
Elect Director Dennis D. Powell	Mgmt	For	For	For
Elect Director Brad D. Smith	Mgmt	For	For	For
Elect Director Thomas Szkutak	Mgmt	For	For	For
Elect Director Raul Vazquez	Mgmt	For	For	For
Elect Director Jeff Weiner	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Becton, Dickinson and Company**Meeting Date:** 01/26/2021**Meeting Type:** Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Catherine M. Burzik	Mgmt	For	For	For
Elect Director R. Andrew Eckert	Mgmt	For	For	For
Elect Director Vincent A. Forlenza	Mgmt	For	For	For
Elect Director Claire M. Fraser	Mgmt	For	For	For
Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
Elect Director Christopher Jones	Mgmt	For	For	For
Elect Director Marshall O. Larsen	Mgmt	For	For	For

Becton, Dickinson and Company

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director David F. Melcher	Mgmt	For	For	For
Elect Director Thomas E. Polen	Mgmt	For	For	For
Elect Director Claire Pomeroy	Mgmt	For	For	For
Elect Director Rebecca W. Rimel	Mgmt	For	For	For
Elect Director Timothy M. Ring	Mgmt	For	For	For
Elect Director Bertram L. Scott	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Jacobs Engineering Group Inc.

Meeting Date: 01/26/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Steven J. Demetriou	Mgmt	For	For	For
Elect Director Christopher M.T. Thompson	Mgmt	For	For	For
Elect Director Vincent K. Brooks	Mgmt	For	For	For
Elect Director Robert C. Davidson, Jr.	Mgmt	For	For	For
Elect Director Ralph E. (Ed) Eberhart	Mgmt	For	For	For
Elect Director Manny Fernandez	Mgmt	For	For	For
Elect Director Georgette D. Kiser	Mgmt	For	For	For
Elect Director Linda Fayne Levinson	Mgmt	For	For	For
Elect Director Barbara L. Loughran	Mgmt	For	For	For
Elect Director Robert A. McNamara	Mgmt	For	For	For
Elect Director Peter J. Robertson	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Air Products and Chemicals, Inc.

Meeting Date: 01/28/2021

Meeting Type: Annual

Air Products and Chemicals, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Susan K. Carter	Mgmt	For	For	For
Elect Director Charles I. Cogut	Mgmt	For	For	For
Elect Director Lisa A. Davis	Mgmt	For	For	For
Elect Director Chadwick C. Deaton	Mgmt	For	For	For
Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For	For
Elect Director David H. Y. Ho	Mgmt	For	For	For
Elect Director Edward L. Monser	Mgmt	For	For	For
Elect Director Matthew H. Paull	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
Approve Omnibus Stock Plan	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Analog Devices, Inc.

Meeting Date: 03/10/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Ray Stata	Mgmt	For	For	For
Elect Director Vincent Roche	Mgmt	For	For	For
Elect Director James A. Champy	Mgmt	For	For	For
Elect Director Anantha P. Chandrakasan	Mgmt	For	For	For
Elect Director Bruce R. Evans	Mgmt	For	For	For
Elect Director Edward H. Frank	Mgmt	For	For	For
Elect Director Laurie H. Glimcher	Mgmt	For	For	For
Elect Director Karen M. Golz	Mgmt	For	For	For
Elect Director Mark M. Little	Mgmt	For	For	For
Elect Director Kenton J. Sicchitano	Mgmt	For	For	For
Elect Director Susie Wee	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

S&P Global Inc.

Meeting Date: 03/11/2021

Meeting Type: Special

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Issue Shares in Connection with Merger	Mgmt	For	For	For

Agilent Technologies, Inc.

Meeting Date: 03/17/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Mala Anand	Mgmt	For	For	For
Elect Director Koh Boon Hwee	Mgmt	For	For	For
Elect Director Michael R. McMullen	Mgmt	For	For	For
Elect Director Daniel K. Podolsky	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Keysight Technologies, Inc.

Meeting Date: 03/18/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Ronald S. Nersesian	Mgmt	For	For	For
Elect Director Charles J. Dockendorff	Mgmt	For	For	For
Elect Director Robert A. Rango	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Adobe Inc.

Meeting Date: 04/20/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Amy Banse	Mgmt	For	For	For
Elect Director Melanie Boulden	Mgmt	For	For	For
Elect Director Frank Calderoni	Mgmt	For	For	For
Elect Director James Daley	Mgmt	For	For	For
Elect Director Laura Desmond	Mgmt	For	For	For
Elect Director Shantanu Narayen	Mgmt	For	For	For
Elect Director Kathleen Oberg	Mgmt	For	For	For
Elect Director Dheeraj Pandey	Mgmt	For	For	For
Elect Director David Ricks	Mgmt	For	For	For
Elect Director Daniel Rosensweig	Mgmt	For	For	For
Elect Director John Warnock	Mgmt	For	For	For
Amend Omnibus Stock Plan	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Sherwin-Williams Company

Meeting Date: 04/21/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Kerrii B. Anderson	Mgmt	For	For	For
Elect Director Arthur F. Anton	Mgmt	For	For	For
Elect Director Jeff M. Fettig	Mgmt	For	For	For
Elect Director Richard J. Kramer	Mgmt	For	For	For
Elect Director John G. Morikis	Mgmt	For	For	For
Elect Director Christine A. Poon	Mgmt	For	For	For
Elect Director Aaron M. Powell	Mgmt	For	For	For
Elect Director Michael H. Thaman	Mgmt	For	For	For
Elect Director Matthew Thornton, III	Mgmt	For	For	For
Elect Director Steven H. Wunning	Mgmt	For	For	For

The Sherwin-Williams Company

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Texas Instruments Incorporated

Meeting Date: 04/22/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Mark A. Blinn	Mgmt	For	For	For
Elect Director Todd M. Bluedorn	Mgmt	For	For	For
Elect Director Janet F. Clark	Mgmt	For	For	For
Elect Director Carrie S. Cox	Mgmt	For	For	For
Elect Director Martin S. Craighead	Mgmt	For	For	For
Elect Director Jean M. Hobby	Mgmt	For	For	For
Elect Director Michael D. Hsu	Mgmt	For	For	For
Elect Director Ronald Kirk	Mgmt	For	For	For
Elect Director Pamela H. Patsley	Mgmt	For	For	For
Elect Director Robert E. Sanchez	Mgmt	For	For	For
Elect Director Richard K. Templeton	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Provide Right to Act by Written Consent	SH	Against	For	Against

Alleghany Corporation

Meeting Date: 04/23/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Phillip M. Martineau	Mgmt	For	For	For
Elect Director Raymond L.M. Wong	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Alleghany Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For

Charter Communications, Inc.

Meeting Date: 04/27/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director W. Lance Conn	Mgmt	For	Against	Against
Elect Director Kim C. Goodman	Mgmt	For	For	For
Elect Director Craig A. Jacobson	Mgmt	For	For	For
Elect Director Gregory B. Maffei	Mgmt	For	Against	For
Elect Director John D. Markley, Jr.	Mgmt	For	For	For
Elect Director David C. Merritt	Mgmt	For	For	For
Elect Director James E. Meyer	Mgmt	For	For	For
Elect Director Steven A. Miron	Mgmt	For	Against	For
Elect Director Balan Nair	Mgmt	For	For	For
Elect Director Michael A. Newhouse	Mgmt	For	For	For
Elect Director Mauricio Ramos	Mgmt	For	Against	For
Elect Director Thomas M. Rutledge	Mgmt	For	For	For
Elect Director Eric L. Zinterhofer	Mgmt	For	Against	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Report on Lobbying Payments and Policy	SH	Against	For	For
Require Independent Board Chair	SH	Against	For	For
Publish Annually a Report Assessing Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
Report on Greenhouse Gas Emissions Disclosure	SH	Against	For	For
Adopt Policy to Annually Disclose EEO-1 Data	SH	Against	For	For

MSCI Inc.

Meeting Date: 04/27/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Henry A. Fernandez	Mgmt	For	For	For
Elect Director Robert G. Ashe	Mgmt	For	For	For
Elect Director Wayne Edmunds	Mgmt	For	For	For
Elect Director Catherine R. Kinney	Mgmt	For	For	For
Elect Director Jacques P. Perold	Mgmt	For	For	For
Elect Director Sandy C. Rattray	Mgmt	For	For	For
Elect Director Linda H. Riefler	Mgmt	For	For	For
Elect Director Marcus L. Smith	Mgmt	For	For	For
Elect Director Paula Volent	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Meeting Date: 04/28/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Discharge of Board and Senior Management	Mgmt	For	For	For
Approve Allocation of Income and Dividends of CHF 0.10 per Share	Mgmt	For	For	For
Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	For
Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	For	For
Approve Remuneration of Executive Committee in the Amount of CHF 38.4 Million	Mgmt	For	For	For
Reelect Michael Ball as Director and Board Chairman	Mgmt	For	For	For
Reelect Lynn Bleil as Director	Mgmt	For	For	For
Reelect Arthur Cummings as Director	Mgmt	For	For	For
Reelect David Endicott as Director	Mgmt	For	For	For
Reelect Thomas Glanzmann as Director	Mgmt	For	For	For

Alcon Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Reelect Keith Grossman as Director	Mgmt	For	Against	For
Reelect Scott Maw as Director	Mgmt	For	For	For
Reelect Karen May as Director	Mgmt	For	For	For
Reelect Ines Poeschel as Director	Mgmt	For	For	For
Reelect Dieter Spaelti as Director	Mgmt	For	For	For
Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For
Reappoint Keith Grossman as Member of the Compensation Committee	Mgmt	For	Against	For
Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For
Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For
Designate Hartmann Dreyer Attorneys-at-Law as Independent Proxy	Mgmt	For	For	For
Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
Transact Other Business (Voting)	Mgmt	For	Against	Against

EOG Resources, Inc.

Meeting Date: 04/29/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Janet F. Clark	Mgmt	For	For	For
Elect Director Charles R. Crisp	Mgmt	For	For	For
Elect Director Robert P. Daniels	Mgmt	For	For	For
Elect Director James C. Day	Mgmt	For	For	For
Elect Director C. Christopher Gaut	Mgmt	For	For	For
Elect Director Michael T. Kerr	Mgmt	For	For	For
Elect Director Julie J. Robertson	Mgmt	For	For	For
Elect Director Donald F. Textor	Mgmt	For	For	For
Elect Director William R. Thomas	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Approve Omnibus Stock Plan	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Agnico Eagle Mines Limited

Meeting Date: 04/30/2021

Meeting Type: Annual/Special

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Leona Aglukkaq	Mgmt	For	For	For
Elect Director Sean Boyd	Mgmt	For	For	For
Elect Director Martine A. Celej	Mgmt	For	For	For
Elect Director Robert J. Gemmell	Mgmt	For	For	For
Elect Director Mel Leiderman	Mgmt	For	For	For
Elect Director Deborah McCombe	Mgmt	For	For	For
Elect Director James D. Nasso	Mgmt	For	For	For
Elect Director Sean Riley	Mgmt	For	For	For
Elect Director J. Merfyn Roberts	Mgmt	For	For	For
Elect Director Jamie C. Sokalsky	Mgmt	For	For	For
Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
Amend Stock Option Plan	Mgmt	For	For	For
Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Berkshire Hathaway Inc.

Meeting Date: 05/01/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Warren E. Buffett	Mgmt	For	For	For
Elect Director Charles T. Munger	Mgmt	For	For	For
Elect Director Gregory E. Abel	Mgmt	For	For	For
Elect Director Howard G. Buffett	Mgmt	For	For	For
Elect Director Stephen B. Burke	Mgmt	For	For	For
Elect Director Kenneth I. Chenault	Mgmt	For	For	For
Elect Director Susan L. Decker	Mgmt	For	Withhold	For
Elect Director David S. Gottesman	Mgmt	For	Withhold	For
Elect Director Charlotte Guyman	Mgmt	For	For	For
Elect Director Ajit Jain	Mgmt	For	For	For

Berkshire Hathaway Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Thomas S. Murphy	Mgmt	For	For	For
Elect Director Ronald L. Olson	Mgmt	For	For	For
Elect Director Walter Scott, Jr.	Mgmt	For	Withhold	For
Elect Director Meryl B. Witmer	Mgmt	For	Withhold	For
Report on Climate-Related Risks and Opportunities	SH	Against	For	For
Publish Annually a Report Assessing Diversity and Inclusion Efforts	SH	Against	For	For

Pool Corporation

Meeting Date: 05/04/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Peter D. Arvan	Mgmt	For	For	For
Elect Director Timothy M. Graven	Mgmt	For	For	For
Elect Director Debra S. Oler	Mgmt	For	For	For
Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For
Elect Director Harlan F. Seymour	Mgmt	For	For	For
Elect Director Robert C. Sledd	Mgmt	For	For	For
Elect Director John E. Stokely	Mgmt	For	For	For
Elect Director David G. Whalen	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Danaher Corporation

Meeting Date: 05/05/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Rainer M. Blair	Mgmt	For	For	For
Elect Director Linda Hefner Filler	Mgmt	For	For	For
Elect Director Teri List	Mgmt	For	Against	For

Danaher Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Walter G. Lohr, Jr.	Mgmt	For	Against	For
Elect Director Jessica L. Mega	Mgmt	For	For	For
Elect Director Mitchell P. Rales	Mgmt	For	For	For
Elect Director Steven M. Rales	Mgmt	For	For	For
Elect Director Pardis C. Sabeti	Mgmt	For	For	For
Elect Director John T. Schwieters	Mgmt	For	Against	Against
Elect Director Alan G. Spoon	Mgmt	For	For	For
Elect Director Raymond C. Stevens	Mgmt	For	For	For
Elect Director Elias A. Zerhouni	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Against

S&P Global Inc.

Meeting Date: 05/05/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Marco Alvera	Mgmt	For	For	For
Elect Director William J. Amelio	Mgmt	For	For	For
Elect Director William D. Green	Mgmt	For	For	For
Elect Director Stephanie C. Hill	Mgmt	For	For	For
Elect Director Rebecca J. Jacoby	Mgmt	For	For	For
Elect Director Monique F. Leroux	Mgmt	For	For	For
Elect Director Ian P. Livingston	Mgmt	For	For	For
Elect Director Maria R. Morris	Mgmt	For	For	For
Elect Director Douglas L. Peterson	Mgmt	For	For	For
Elect Director Edward B. Rust, Jr.	Mgmt	For	For	For
Elect Director Kurt L. Schmoke	Mgmt	For	For	For
Elect Director Richard E. Thornburgh	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

S&P Global Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Greenhouse Gas (GHG) Emissions Reduction Plan	Mgmt	For	For	For
Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	Against

Tractor Supply Company

Meeting Date: 05/06/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Cynthia T. Jamison	Mgmt	For	For	For
Elect Director Joy Brown	Mgmt	For	For	For
Elect Director Ricardo Cardenas	Mgmt	For	For	For
Elect Director Denise L. Jackson	Mgmt	For	For	For
Elect Director Thomas A. Kingsbury	Mgmt	For	For	For
Elect Director Ramkumar Krishnan	Mgmt	For	For	For
Elect Director Edna K. Morris	Mgmt	For	For	For
Elect Director Mark J. Weikel	Mgmt	For	For	For
Elect Director Harry A. Lawton, III	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	Against

ICU Medical, Inc.

Meeting Date: 05/11/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Vivek Jain	Mgmt	For	For	For
Elect Director George A. Lopez	Mgmt	For	For	For
Elect Director Robert S. Swinney	Mgmt	For	For	For
Elect Director David C. Greenberg	Mgmt	For	For	For
Elect Director Elisha W. Finney	Mgmt	For	For	For

ICU Medical, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director David F. Hoffmeister	Mgmt	For	For	For
Elect Director Donald M. Abbey	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

TransUnion

Meeting Date: 05/11/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director William P. (Billy) Bosworth	Mgmt	For	For	
Elect Director Suzanne P. Clark	Mgmt	For	For	
Elect Director Kermit R. Crawford	Mgmt	For	For	
Elect Director Russell P. Fradin	Mgmt	For	For	
Elect Director Pamela A. Joseph	Mgmt	For	For	
Elect Director Thomas L. Monahan, III	Mgmt	For	For	
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	

Martin Marietta Materials, Inc.

Meeting Date: 05/13/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Dorothy M. Ables	Mgmt	For	For	For
Elect Director Sue W. Cole	Mgmt	For	For	For
Elect Director Smith W. Davis	Mgmt	For	For	For
Elect Director Anthony R. Foyx	Mgmt	For	For	For
Elect Director John J. Koraleski	Mgmt	For	For	For
Elect Director C. Howard Nye	Mgmt	For	For	For
Elect Director Laree E. Perez	Mgmt	For	For	For
Elect Director Thomas H. Pike	Mgmt	For	For	For

Martin Marietta Materials, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Michael J. Quillen	Mgmt	For	For	For
Elect Director Donald W. Slager	Mgmt	For	For	For
Elect Director David C. Wajsgras	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Charles Schwab Corporation

Meeting Date: 05/13/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Walter W. Bettinger, II	Mgmt	For	For	
Elect Director Joan T. Dea	Mgmt	For	For	
Elect Director Christopher V. Dodds	Mgmt	For	For	
Elect Director Mark A. Goldfarb	Mgmt	For	Against	
Elect Director Bharat B. Masrani	Mgmt	For	For	
Elect Director Charles A. Ruffel	Mgmt	For	For	
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	
Report on Lobbying Payments and Policy	SH	Against	For	
Declassify the Board of Directors	SH	Against	For	

Union Pacific Corporation

Meeting Date: 05/13/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Andrew H. Card, Jr.	Mgmt	For	For	For
Elect Director William J. DeLaney	Mgmt	For	For	For
Elect Director David B. Dillon	Mgmt	For	For	For
Elect Director Lance M. Fritz	Mgmt	For	For	For

Union Pacific Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Deborah C. Hopkins	Mgmt	For	For	For
Elect Director Jane H. Lute	Mgmt	For	For	For
Elect Director Michael R. McCarthy	Mgmt	For	For	For
Elect Director Thomas F. McLarty, III	Mgmt	For	For	For
Elect Director Jose H. Villarreal	Mgmt	For	For	For
Elect Director Christopher J. Williams	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
Approve Omnibus Stock Plan	Mgmt	For	For	For
Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
Report on EEO	SH	Against	For	Against
Publish Annually a Report Assessing Diversity and Inclusion Efforts	SH	Against	For	For
Annual Vote and Report on Climate Change	SH	Against	Against	For

Intercontinental Exchange, Inc.

Meeting Date: 05/14/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Sharon Y. Bowen	Mgmt	For	For	For
Elect Director Shantella E. Cooper	Mgmt	For	For	For
Elect Director Charles R. Crisp	Mgmt	For	For	For
Elect Director Duriya M. Farooqui	Mgmt	For	For	For
Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	For
Elect Director Mark F. Mulhern	Mgmt	For	For	For
Elect Director Thomas E. Noonan	Mgmt	For	For	For
Elect Director Frederic V. Salerno	Mgmt	For	For	For
Elect Director Caroline L. Silver	Mgmt	For	For	For
Elect Director Jeffrey C. Sprecher	Mgmt	For	For	For
Elect Director Judith A. Spriester	Mgmt	For	For	For
Elect Director Vincent Tese	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Intercontinental Exchange, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Adopt Simple Majority Vote	SH	Against	For	For

Waste Connections, Inc.

Meeting Date: 05/14/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Edward E. "Ned" Guillet	Mgmt	For	For	For
Elect Director Michael W. Harlan	Mgmt	For	For	For
Elect Director Larry S. Hughes	Mgmt	For	For	For
Elect Director Worthing F. Jackman	Mgmt	For	For	For
Elect Director Elise L. Jordan	Mgmt	For	For	For
Elect Director Susan "Sue" Lee	Mgmt	For	For	For
Elect Director Ronald J. Mittelstaedt	Mgmt	For	For	For
Elect Director William J. Razzouk	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

CBRE Group, Inc.

Meeting Date: 05/19/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Brandon B. Boze	Mgmt	For	For	For
Elect Director Beth F. Cobert	Mgmt	For	For	For
Elect Director Reginald H. Gilyard	Mgmt	For	For	For
Elect Director Shira D. Goodman	Mgmt	For	For	For
Elect Director Christopher T. Jenny	Mgmt	For	For	For
Elect Director Gerardo I. Lopez	Mgmt	For	For	For
Elect Director Oscar Munoz	Mgmt	For	For	For

CBRE Group, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Robert E. Sulentic	Mgmt	For	For	For
Elect Director Laura D. Tyson	Mgmt	For	For	For
Elect Director Sanjiv Yajnik	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Against

Fidelity National Information Services, Inc.

Meeting Date: 05/19/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Ellen R. Alemany	Mgmt	For	For	For
Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
Elect Director Lisa A. Hook	Mgmt	For	For	For
Elect Director Keith W. Hughes	Mgmt	For	For	For
Elect Director Gary L. Lauer	Mgmt	For	For	For
Elect Director Gary A. Norcross	Mgmt	For	For	For
Elect Director Louise M. Parent	Mgmt	For	For	For
Elect Director Brian T. Shea	Mgmt	For	For	For
Elect Director James B. Stallings, Jr.	Mgmt	For	For	For
Elect Director Jeffrey E. Stiefler	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Fiserv, Inc.

Meeting Date: 05/19/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Frank J. Bisignano	Mgmt	For	For	For

Fiserv, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Alison Davis	Mgmt	For	For	For
Elect Director Henrique de Castro	Mgmt	For	For	For
Elect Director Harry F. DiSimone	Mgmt	For	For	For
Elect Director Dennis F. Lynch	Mgmt	For	For	For
Elect Director Heidi G. Miller	Mgmt	For	For	For
Elect Director Scott C. Nuttall	Mgmt	For	For	For
Elect Director Denis J. O'Leary	Mgmt	For	For	For
Elect Director Doyle R. Simons	Mgmt	For	For	For
Elect Director Kevin M. Warren	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Thermo Fisher Scientific Inc.

Meeting Date: 05/19/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Marc N. Casper	Mgmt	For	For	For
Elect Director Nelson J. Chai	Mgmt	For	For	For
Elect Director C. Martin Harris	Mgmt	For	For	For
Elect Director Tyler Jacks	Mgmt	For	For	For
Elect Director R. Alexandra Keith	Mgmt	For	For	For
Elect Director Thomas J. Lynch	Mgmt	For	For	For
Elect Director Jim P. Manzi	Mgmt	For	For	For
Elect Director James C. Mullen	Mgmt	For	For	For
Elect Director Lars R. Sorensen	Mgmt	For	For	For
Elect Director Debora L. Spar	Mgmt	For	For	For
Elect Director Scott M. Sperling	Mgmt	For	For	For
Elect Director Dion J. Weisler	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For
Provide Right to Call A Special Meeting	SH	Against	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 05/20/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Anthony K. Anderson	Mgmt	For	For	For
Elect Director Oscar Fanjul	Mgmt	For	For	For
Elect Director Daniel S. Glaser	Mgmt	For	For	For
Elect Director H. Edward Hanway	Mgmt	For	For	For
Elect Director Deborah C. Hopkins	Mgmt	For	For	For
Elect Director Tamara Ingram	Mgmt	For	For	For
Elect Director Jane H. Lute	Mgmt	For	For	For
Elect Director Steven A. Mills	Mgmt	For	For	For
Elect Director Bruce P. Nolop	Mgmt	For	For	For
Elect Director Marc D. Oken	Mgmt	For	For	For
Elect Director Morton O. Schapiro	Mgmt	For	For	For
Elect Director Lloyd M. Yates	Mgmt	For	For	For
Elect Director R. David Yost	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For

McDonald's Corporation

Meeting Date: 05/20/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Lloyd Dean	Mgmt	For	For	For
Elect Director Robert Eckert	Mgmt	For	For	For
Elect Director Catherine Engelbert	Mgmt	For	For	For
Elect Director Margaret Georgiadis	Mgmt	For	For	For
Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
Elect Director Christopher Kempczinski	Mgmt	For	For	For
Elect Director Richard Lenny	Mgmt	For	For	For
Elect Director John Mulligan	Mgmt	For	For	For
Elect Director Sheila Penrose	Mgmt	For	For	For

McDonald's Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director John Rogers, Jr.	Mgmt	For	For	For
Elect Director Paul Walsh	Mgmt	For	For	For
Elect Director Miles White	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Report on Sugar and Public Health	SH	Against	Against	For
Report on Antibiotics and Public Health Costs	SH	Against	Against	For
Provide Right to Act by Written Consent	SH	Against	For	Against

The Home Depot, Inc.

Meeting Date: 05/20/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Gerard J. Arpey	Mgmt	For	For	For
Elect Director Ari Bousbib	Mgmt	For	For	For
Elect Director Jeffery H. Boyd	Mgmt	For	For	For
Elect Director Gregory D. Brenneman	Mgmt	For	For	For
Elect Director J. Frank Brown	Mgmt	For	For	For
Elect Director Albert P. Carey	Mgmt	For	For	For
Elect Director Helena B. Foulkes	Mgmt	For	For	For
Elect Director Linda R. Gooden	Mgmt	For	For	For
Elect Director Wayne M. Hewett	Mgmt	For	For	For
Elect Director Manuel Kadre	Mgmt	For	For	For
Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
Elect Director Craig A. Menear	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Amend Shareholder Written Consent Provisions	SH	Against	For	Against
Report on Political Contributions Congruency Analysis	SH	Against	For	Against
Report on Prison Labor in the Supply Chain	SH	Against	Against	Against

Amazon.com, Inc.

Meeting Date: 05/26/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Jeffrey P. Bezos	Mgmt	For	For	For
Elect Director Keith B. Alexander	Mgmt	For	For	For
Elect Director Jamie S. Gorelick	Mgmt	For	For	For
Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
Elect Director Judith A. McGrath	Mgmt	For	For	For
Elect Director Indra K. Nooyi	Mgmt	For	For	For
Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
Elect Director Thomas O. Ryder	Mgmt	For	For	For
Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
Elect Director Wendell P. Weeks	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
Report on Customers' Use of its Surveillance and Computer Vision Products Capabilities or Cloud Products Contribute to Human Rights Violations	SH	Against	For	For
Require Independent Board Chair	SH	Against	Against	Against
Report on Gender/Racial Pay Gap	SH	Against	For	Against
Report on Promotion Data	SH	Against	Against	Against
Report on the Impacts of Plastic Packaging	SH	Against	For	Against
Oversee and Report on a Civil Rights, Equity, Diversity and Inclusion Audit	SH	Against	For	For
Adopt a Policy to Include Hourly Employees as Director Candidates	SH	Against	For	For
Report on Board Oversight of Risks Related to Anti-Competitive Practices	SH	Against	For	Against
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Report on Lobbying Payments and Policy	SH	Against	For	For
Report on Potential Human Rights Impacts of Customers' Use of Rekognition	SH	Against	For	Against

PayPal Holdings, Inc.

Meeting Date: 05/26/2021

Meeting Type: Annual

PayPal Holdings, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Rodney C. Adkins	Mgmt	For	For	For
Elect Director Jonathan Christodoro	Mgmt	For	For	For
Elect Director John J. Donahoe	Mgmt	For	For	For
Elect Director David W. Dorman	Mgmt	For	For	For
Elect Director Belinda J. Johnson	Mgmt	For	For	For
Elect Director Gail J. McGovern	Mgmt	For	For	For
Elect Director Deborah M. Messemer	Mgmt	For	For	For
Elect Director David M. Moffett	Mgmt	For	For	For
Elect Director Ann M. Sarnoff	Mgmt	For	For	For
Elect Director Daniel H. Schulman	Mgmt	For	For	For
Elect Director Frank D. Yeary	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Provide Right to Act by Written Consent	SH	Against	For	Against
Report on Whether Written Policies or Unwritten Norms Reinforce Racism in Company Culture	SH	Against	Against	Against

Comcast Corporation

Meeting Date: 06/02/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Kenneth J. Bacon	Mgmt	For	For	For
Elect Director Madeline S. Bell	Mgmt	For	For	For
Elect Director Naomi M. Bergman	Mgmt	For	For	For
Elect Director Edward D. Breen	Mgmt	For	For	For
Elect Director Gerald L. Hassell	Mgmt	For	For	For
Elect Director Jeffrey A. Honickman	Mgmt	For	For	For
Elect Director Maritza G. Montiel	Mgmt	For	For	For
Elect Director Asuka Nakahara	Mgmt	For	For	For
Elect Director David C. Novak	Mgmt	For	For	For

Comcast Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Brian L. Roberts	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Report on Risks Posed by the Failing to Prevent Workplace Sexual Harassment	SH	Against	Against	Against

CoStar Group, Inc.

Meeting Date: 06/02/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Michael R. Klein	Mgmt	For	For	For
Elect Director Andrew C. Florance	Mgmt	For	For	For
Elect Director Laura Cox Kaplan	Mgmt	For	For	For
Elect Director Michael J. Glosserman	Mgmt	For	For	For
Elect Director John W. Hill	Mgmt	For	For	For
Elect Director Robert W. Musslewhite	Mgmt	For	For	For
Elect Director Christopher J. Nassetta	Mgmt	For	For	For
Elect Director Louise S. Sams	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Increase Authorized Common Stock	Mgmt	For	For	For
Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
Eliminate Supermajority Vote Requirement	SH	Against	For	For

T-Mobile US, Inc.

Meeting Date: 06/03/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Marcelo Claire	Mgmt	For	Withhold	For
Elect Director Srikant M. Datar	Mgmt	For	For	For

T-Mobile US, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Bavan M. Holloway	Mgmt	For	For	For
Elect Director Timotheus Hottges	Mgmt	For	Withhold	For
Elect Director Christian P. Illek	Mgmt	For	Withhold	For
Elect Director Raphael Kubler	Mgmt	For	Withhold	For
Elect Director Thorsten Langheim	Mgmt	For	Withhold	For
Elect Director Dominique Leroy	Mgmt	For	Withhold	For
Elect Director G. Michael (Mike) Sievert	Mgmt	For	Withhold	For
Elect Director Teresa A. Taylor	Mgmt	For	For	For
Elect Director Omar Tazi	Mgmt	For	Withhold	For
Elect Director Kelvin R. Westbrook	Mgmt	For	Withhold	For
Elect Director Michael Wilkens	Mgmt	For	Withhold	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

UnitedHealth Group Incorporated

Meeting Date: 06/07/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Richard T. Burke	Mgmt	For	For	For
Elect Director Timothy P. Flynn	Mgmt	For	For	For
Elect Director Stephen J. Hemsley	Mgmt	For	For	For
Elect Director Michele J. Hooper	Mgmt	For	For	For
Elect Director F. William McNabb, III	Mgmt	For	For	For
Elect Director Valerie C. Montgomery Rice	Mgmt	For	For	For
Elect Director John H. Noseworthy	Mgmt	For	For	For
Elect Director Gail R. Wilensky	Mgmt	For	For	For
Elect Director Andrew Witty	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Against

Fortive Corporation

Meeting Date: 06/08/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Daniel L. Comas	Mgmt	For	For	For
Elect Director Feroz Dewan	Mgmt	For	For	For
Elect Director Sharmistha Dubey	Mgmt	For	For	For
Elect Director Rejji P. Hayes	Mgmt	For	For	For
Elect Director James A. Lico	Mgmt	For	For	For
Elect Director Kate D. Mitchell	Mgmt	For	For	For
Elect Director Jeannine Sargent	Mgmt	For	For	For
Elect Director Alan G. Spoon	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Provide Right to Call Special Meeting	Mgmt	For	For	For
Provide Right to Act by Written Consent	SH	Against	For	Against

Thomson Reuters Corporation

Meeting Date: 06/09/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director David Thomson	Mgmt	For	For	For
Elect Director Steve Hasker	Mgmt	For	For	For
Elect Director Kirk E. Arnold	Mgmt	For	For	For
Elect Director David W. Binet	Mgmt	For	For	For
Elect Director W. Edmund Clark	Mgmt	For	For	For
Elect Director Michael E. Daniels	Mgmt	For	For	For
Elect Director Kirk Koenigsbauer	Mgmt	For	For	For
Elect Director Deanna Oppenheimer	Mgmt	For	For	For
Elect Director Vance K. Opperman	Mgmt	For	For	For
Elect Director Simon Paris	Mgmt	For	For	For
Elect Director Kim M. Rivera	Mgmt	For	For	For
Elect Director Barry Salzberg	Mgmt	For	For	For

Thomson Reuters Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Peter J. Thomson	Mgmt	For	For	For
Elect Director Wulf von Schimmelmann	Mgmt	For	For	For
Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
SP 1: Produce a Human Rights Risk Report	SH	Against	For	Against

Autodesk, Inc.

Meeting Date: 06/16/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Andrew Anagnost	Mgmt	For	For	For
Elect Director Karen Blasing	Mgmt	For	For	For
Elect Director Reid French	Mgmt	For	For	For
Elect Director Ayanna Howard	Mgmt	For	For	For
Elect Director Blake Irving	Mgmt	For	For	For
Elect Director Mary T. McDowell	Mgmt	For	For	For
Elect Director Stephen Milligan	Mgmt	For	For	For
Elect Director Lorrie M. Norrington	Mgmt	For	For	For
Elect Director Elizabeth (Betsy) Rafael	Mgmt	For	For	For
Elect Director Stacy J. Smith	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Activision Blizzard, Inc.

Meeting Date: 06/21/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Reveta Bowers	Mgmt	For	For	For
Elect Director Robert Corti	Mgmt	For	For	For

Activision Blizzard, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Hendrik Hartong, III	Mgmt	For	For	For
Elect Director Brian Kelly	Mgmt	For	For	For
Elect Director Robert Kotick	Mgmt	For	For	For
Elect Director Barry Meyer	Mgmt	For	For	For
Elect Director Robert Morgado	Mgmt	For	For	For
Elect Director Peter Nolan	Mgmt	For	For	For
Elect Director Dawn Ostroff	Mgmt	For	For	For
Elect Director Casey Wasserman	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Mastercard Incorporated

Meeting Date: 06/22/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Ajay Banga	Mgmt	For	For	For
Elect Director Merit E. Janow	Mgmt	For	For	For
Elect Director Richard K. Davis	Mgmt	For	For	For
Elect Director Steven J. Freiberg	Mgmt	For	For	For
Elect Director Julius Genachowski	Mgmt	For	For	For
Elect Director Choon Phong Goh	Mgmt	For	For	For
Elect Director Oki Matsumoto	Mgmt	For	For	For
Elect Director Michael Miebach	Mgmt	For	For	For
Elect Director Youngme Moon	Mgmt	For	For	For
Elect Director Rima Qureshi	Mgmt	For	For	For
Elect Director Jose Octavio Reyes Lagunes	Mgmt	For	For	For
Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
Elect Director Jackson Tai	Mgmt	For	For	For
Elect Director Lance Uggla	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Mastercard Incorporated

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Amend Omnibus Stock Plan	Mgmt	For	For	For
Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

NIKE, Inc.

Meeting Date: 10/06/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
Elect Director Peter B. Henry	Mgmt	For	For	For
Elect Director Michelle A. Peluso	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Report on Political Contributions Disclosure	SH	Against	For	For
Report on Human Rights Impact Assessment	SH	Against	Against	For
Report on Median Gender/Racial Pay Gap	SH	Against	Against	For
Report on Diversity and Inclusion Efforts	SH	Against	Against	For

Cintas Corporation

Meeting Date: 10/26/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Gerald S. Adolph	Mgmt	For	For	For
Elect Director John F. Barrett	Mgmt	For	For	For
Elect Director Melanie W. Barstad	Mgmt	For	For	For
Elect Director Karen L. Carnahan	Mgmt	For	For	For
Elect Director Robert E. Coletti	Mgmt	For	For	For
Elect Director Scott D. Farmer	Mgmt	For	For	For
Elect Director Joseph Scaminace	Mgmt	For	For	For

Cintas Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Todd M. Schneider	Mgmt	For	For	For
Elect Director Ronald W. Tysoe	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Eliminate Supermajority Vote Requirement	SH	Against	For	For

Agnico Eagle Mines Limited

Meeting Date: 11/26/2021

Meeting Type: Special

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Issuance of Shares in Connection with the Acquisition of Kirkland Lake Gold Ltd.	Mgmt	For	For	For

Microsoft Corporation

Meeting Date: 11/30/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Reid G. Hoffman	Mgmt	For	For	For
Elect Director Hugh F. Johnston	Mgmt	For	For	For
Elect Director Teri L. List	Mgmt	For	For	For
Elect Director Satya Nadella	Mgmt	For	For	For
Elect Director Sandra E. Peterson	Mgmt	For	For	For
Elect Director Penny S. Pritzker	Mgmt	For	For	For
Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
Elect Director Charles W. Scharf	Mgmt	For	For	For
Elect Director John W. Stanton	Mgmt	For	For	For
Elect Director John W. Thompson	Mgmt	For	For	For
Elect Director Emma N. Walmsley	Mgmt	For	For	For
Elect Director Padmasree Warrior	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Microsoft Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Report on Gender/Racial Pay Gap	SH	Against	For	For
Report on Effectiveness of Workplace Sexual Harassment Policies	SH	Against	For	For
Prohibit Sales of Facial Recognition Technology to All Government Entities	SH	Against	Against	Against
Report on Implementation of the Fair Chance Business Pledge	SH	Against	Against	Against
Report on Lobbying Activities Alignment with Company Policies	SH	Against	For	For

Ferguson Plc

Meeting Date: 12/02/2021

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Remuneration Report	Mgmt	For	For	For
Approve Final Dividend	Mgmt	For	For	For
Elect Kelly Baker as Director	Mgmt	For	For	For
Elect Brian May as Director	Mgmt	For	For	For
Elect Suzanne Wood as Director	Mgmt	For	For	For
Re-elect Bill Brundage as Director	Mgmt	For	For	For
Re-elect Geoff Drabble as Director	Mgmt	For	For	For
Re-elect Catherine Halligan as Director	Mgmt	For	For	For
Re-elect Kevin Murphy as Director	Mgmt	For	For	For
Re-elect Alan Murray as Director	Mgmt	For	For	For
Re-elect Tom Schmitt as Director	Mgmt	For	For	For
Re-elect Dr Nadia Shouraboura as Director	Mgmt	For	For	For
Re-elect Jacqueline Simmonds as Director	Mgmt	For	For	For
Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Authorise Issue of Equity	Mgmt	For	For	For
Approve Employee Share Purchase Plan	Mgmt	For	For	For
Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For