

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549

FORM N-PX

ANNUAL REPORT OF PROXY VOTING RECORD OF REGISTERED MANAGEMENT INVESTMENT
COMPANY

INVESTMENT COMPANY ACT FILE NUMBER: 811-10401
NAME OF REGISTRANT: Trust for Professional Managers

ADDRESS OF PRINCIPAL EXECUTIVE OFFICES: 615 East Michigan Street
2nd Floor
Milwaukee, WI 53202

NAME AND ADDRESS OF AGENT FOR SERVICE: Jay S. Fitton
615 East Michigan Street
Milwaukee, WI 53202

REGISTRANT'S TELEPHONE NUMBER: 513-629-8104
DATE OF FISCAL YEAR END: 12/31
DATE OF REPORTING PERIOD: 07/01/2022 - 06/30/2023

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Mairs & Power Balanced Fund

3M COMPANY

Agenda Number: 935791550

Security: 88579Y101
Meeting Type: Annual
Meeting Date: 09-May-2023
Ticker: MMM
ISIN: US88579Y1010

-----		Proposal	
Prop.#	Proposal		
Proposal	Vote	For/Against	Type
		Management	
1a.	Election of Director for a term of one For year: Thomas "Tony" K. Brown		Mgmt For
1b.	Election of Director for a term of one For year: Anne H. Chow		Mgmt For
1c.	Election of Director for a term of one For year: David B. Dillon		Mgmt For
1d.	Election of Director for a term of one For year: Michael L. Eskew		Mgmt For
1e.	Election of Director for a term of one For year: James R. Fitterling		Mgmt For
1f.	Election of Director for a term of one For year: Amy E. Hood		Mgmt For
1g.	Election of Director for a term of one For year: Suzan Kereere		Mgmt For
1h.	Election of Director for a term of one For year: Gregory R. Page		Mgmt For
1i.	Election of Director for a term of one For year: Pedro J. Pizarro		Mgmt For
1j.	Election of Director for a term of one For year: Michael F. Roman		Mgmt For
2.	To ratify the appointment of For PricewaterhouseCoopers LLP as 3M's		Mgmt For

independent registered public accounting firm.

- | | | | |
|------------|---|------|-----|
| 3. | Advisory approval of executive
For
compensation. | Mgmt | For |
| 4.
Year | Advisory approval on the frequency of
For
advisory votes on executive compensation. | Mgmt | 1 |

ABBOTT LABORATORIES
Agenda Number: 935777865

Security: 002824100
Meeting Type: Annual
Meeting Date: 28-Apr-2023
Ticker: ABT
ISIN: US0028241000

- | Prop.# | Proposal | For/Against | Proposal |
|----------|--|-------------|----------|
| Proposal | Vote | Management | Type |
| 1a. | Election of Director: R. J. Alpern
For | | Mgmt For |
| 1b. | Election of Director: C. Babineaux-Fontenot
For | | Mgmt For |
| 1c. | Election of Director: S. E. Blount
For | | Mgmt For |
| 1d. | Election of Director: R. B. Ford
For | | Mgmt For |
| 1e. | Election of Director: P. Gonzalez
For | | Mgmt For |
| 1f. | Election of Director: M. A. Kumbier
For | | Mgmt For |

1g.	Election of Director: D. W. McDew For	Mgmt	For
1h.	Election of Director: N. McKinstry For	Mgmt	For
1i.	Election of Director: M. G. O'Grady For	Mgmt	For
1j.	Election of Director: M. F. Roman For	Mgmt	For
1k.	Election of Director: D. J. Starks For	Mgmt	For
1l.	Election of Director: J. G. Stratton For	Mgmt	For
2.	Ratification of Ernst & Young LLP As For Auditors	Mgmt	For
3.	Say on Pay - An Advisory Vote on the For Approval of Executive Compensation	Mgmt	For
4.	Say When on Pay - An Advisory Vote on the Year For Approval of the Frequency of Shareholder Votes on Executive Compensation	Mgmt	1
5.	Shareholder Proposal - Special Shareholder Against For Meeting Threshold	Shr	
6.	Shareholder Proposal - Independent Board Against For Chairman	Shr	
7.	Shareholder Proposal - Lobbying Disclosure Against For	Shr	
8.	Shareholder Proposal - Incentive Against For Compensation	Shr	

AMERICAN EXPRESS COMPANY
Agenda Number: 935784808

Security: 025816109
Meeting Type: Annual
Meeting Date: 02-May-2023
Ticker: AXP
ISIN: US0258161092

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director for a term of one For year: Thomas J. Baltimore		Mgmt	For
1b.	Election of Director for a term of one For year: John J. Brennan		Mgmt	For
1c.	Election of Director for a term of one For year: Peter Chernin		Mgmt	For
1d.	Election of Director for a term of one For year: Walter J. Clayton III		Mgmt	For
1e.	Election of Director for a term of one For year: Ralph de la Vega		Mgmt	For
1f.	Election of Director for a term of one For year: Theodore J. Leonsis		Mgmt	For
1g.	Election of Director for a term of one For year: Deborah P. Majoras		Mgmt	For
1h.	Election of Director for a term of one For year: Karen L. Parkhill		Mgmt	For

1i.	Election of Director for a term of one For year: Charles E. Phillips	Mgmt	For
1j.	Election of Director for a term of one For year: Lynn A. Pike	Mgmt	For
1k.	Election of Director for a term of one For year: Stephen J. Squeri	Mgmt	For
1l.	Election of Director for a term of one For year: Daniel L. Vasella	Mgmt	For
1m.	Election of Director for a term of one For year: Lisa W. Wardell	Mgmt	For
1n.	Election of Director for a term of one For year: Christopher D. Young	Mgmt	For
2.	Ratification of appointment of For PricewaterhouseCoopers LLP as independent registered public accounting firm for 2023.	Mgmt	For
3.	Approval, on an advisory basis, of the For Company's executive compensation.	Mgmt	For
4. Year	Advisory resolution to approve the For frequency of future advisory say-on-pay votes.	Mgmt	1
5. Against	Shareholder proposal relating to For shareholder ratification of excessive termination pay.	Shr	
6. Against	Shareholder proposal relating to abortion & For consumer data privacy.	Shr	

AUTOMATIC DATA PROCESSING, INC.
Agenda Number: 935711829

Security: 053015103
Meeting Type: Annual
Meeting Date: 09-Nov-2022
Ticker: ADP
ISIN: US0530151036

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Peter Bisson	For	Mgmt	For
1b.	Election of Director: David V. Goeckeler	For	Mgmt	For
1c.	Election of Director: Linnie M. Haynesworth	For	Mgmt	For
1d.	Election of Director: John P. Jones	For	Mgmt	For
1e.	Election of Director: Francine S. Katsoudas	For	Mgmt	For
1f.	Election of Director: Nazzic S. Keene	For	Mgmt	For
1g.	Election of Director: Thomas J. Lynch	For	Mgmt	For
1h.	Election of Director: Scott F. Powers	For	Mgmt	For
1i.	Election of Director: William J. Ready	For	Mgmt	For
1j.	Election of Director: Carlos A. Rodriguez	For	Mgmt	For

1k.	Election of Director: Sandra S. Wijnberg For	Mgmt	For
2.	Advisory Vote on Executive Compensation. For	Mgmt	For
3.	Ratification of the Appointment of For Auditors.	Mgmt	For
4.	Amendment to the Automatic Data Processing, For Inc. Employees' Savings-Stock Purchase Plan.	Mgmt	For

 BAXTER INTERNATIONAL INC.
 Agenda Number: 935786218

Security: 071813109
 Meeting Type: Annual
 Meeting Date: 02-May-2023
 Ticker: BAX
 ISIN: US0718131099

Prop.#	Proposal	Proposal	
Proposal Vote	For/Against	Type	
	Management		
1a.	Election of Director: José (Joe) Almeida For	Mgmt	For
1b.	Election of Director: Michael F. Mahoney For	Mgmt	For
1c.	Election of Director: Patricia B. Morrison For	Mgmt	For
1d.	Election of Director: Stephen N. Oesterle For	Mgmt	For
1e.	Election of Director: Nancy M. Schlichting	Mgmt	For

For

- | | | | |
|---------------|---|------|-----|
| 1f. | Election of Director: Brent Shafer
For | Mgmt | For |
| 1g. | Election of Director: Cathy R. Smith
For | Mgmt | For |
| 1h. | Election of Director: Amy A. Wendell
For | Mgmt | For |
| 1i. | Election of Director: David S. Wilkes
For | Mgmt | For |
| 1j. | Election of Director: Peter M. Wilver
For | Mgmt | For |
| 2. | Advisory Vote to Approve Named Executive
For
Officer Compensation. | Mgmt | For |
| 3.
Year | Advisory Vote on the Frequency of Executive
For
Compensation Advisory Votes. | Mgmt | 1 |
| 4. | Ratification of Appointment of Independent
For
Registered Public Accounting Firm. | Mgmt | For |
| 5.
Against | Stockholder Proposal - Shareholder
For
Ratification of Excessive Termination Pay. | Shr | |
| 6.
Against | Stockholder Proposal - Executives to Retain
For
Significant Stock. | Shr | |

BIO-TECHNE CORP

Agenda Number: 935709824

Security: 09073M104
Meeting Type: Annual
Meeting Date: 27-Oct-2022
Ticker: TECH

ISIN: US09073M1045

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1.	To set the number of Directors at nine.	For	Mgmt	For
2a.	Election of Director: Robert V. Baumgartner	For	Mgmt	For
2b.	Election of Director: Julie L. Bushman	For	Mgmt	For
2c.	Election of Director: John L. Higgins	For	Mgmt	For
2d.	Election of Director: Joseph D. Keegan	For	Mgmt	For
2e.	Election of Director: Charles R. Kummeth	For	Mgmt	For
2f.	Election of Director: Roeland Nusse	For	Mgmt	For
2g.	Election of Director: Alpna Seth	For	Mgmt	For
2h.	Election of Director: Randolph Steer	For	Mgmt	For
2i.	Election of Director: Rupert Vessey	For	Mgmt	For
3.	Cast a non-binding vote on named executive officer compensation.	For	Mgmt	For
4.	Approve an amendment to the Company's Articles of Incorporation to increase the number of authorized shares of common stock to effect a proposed 4-for-1 stock split in the form of a stock dividend.	For	Mgmt	For

5.	Ratify the appointment of the Company's For independent registered public accounting firm for the 2023 fiscal year.	Mgmt	For
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 C.H. ROBINSON WORLDWIDE, INC.
 Agenda Number: 935781573

Security: 12541W209
 Meeting Type: Annual
 Meeting Date: 04-May-2023
 Ticker: CHRW
 ISIN: US12541W2098

Prop.#	Proposal		Proposal
Proposal	Vote	For/Against	Type
		Management	
1a.	Election of Director: Scott P. Anderson For		Mgmt For
1b.	Election of Director: James J. Barber, Jr. For		Mgmt For
1c.	Election of Director: Kermit R. Crawford For		Mgmt For
1d.	Election of Director: Timothy C. Gokey For		Mgmt For
1e.	Election of Director: Mark A. Goodburn For		Mgmt For
1f.	Election of Director: Mary J. Steele For Guilfoile		Mgmt For
1g.	Election of Director: Jodee A. Kozlak For		Mgmt For
1h.	Election of Director: Henry J. Maier		Mgmt For

For

- | | | | |
|------------|---|------|-----|
| 1i. | Election of Director: James B. Stake
For | Mgmt | For |
| 1j. | Election of Director: Paula C. Tolliver
For | Mgmt | For |
| 1k. | Election of Director: Henry W. "Jay"
For
Winship | Mgmt | For |
| 2. | To approve, on an advisory basis, the
For
compensation of our named executive
officers. | Mgmt | For |
| 3.
Year | To hold an advisory vote on the frequency
For
of future advisory votes on the
compensation of named executive officers. | Mgmt | 1 |
| 4. | Ratification of the selection of Deloitte &
For
Touche LLP as the company's independent
registered public accounting firm for the
fiscal year ending December 31, 2023. | Mgmt | For |

DONALDSON COMPANY, INC.
Agenda Number: 935716247

Security: 257651109
Meeting Type: Annual
Meeting Date: 18-Nov-2022
Ticker: DCI
ISIN: US2576511099

Prop.# Proposal		Proposal
Proposal Vote	For/Against	Type
	Management	

- | | | | |
|----|---|------|-----|
| 1. | DIRECTOR
Douglas A. Milroy
For | Mgmt | For |
| | Willard D. Oberton
For | Mgmt | For |
| | Richard M. Olson
For | Mgmt | For |
| | Jacinth C. Smiley
For | Mgmt | For |
| 2. | A non-binding advisory vote on the
For
compensation of our Named Executive
Officers | Mgmt | For |
| 3. | Ratification of the appointment of
For
PricewaterhouseCoopers LLP as Donaldson
Company, Inc.'s independent registered
public accounting firm for the fiscal year
ending July 31, 2023. | Mgmt | For |

 ECOLAB INC.

Agenda Number: 935783298

 Security: 278865100
 Meeting Type: Annual
 Meeting Date: 04-May-2023
 Ticker: ECL
 ISIN: US2788651006

- | Prop.# Proposal | For/Against | Proposal | |
|-----------------|---|----------|-----|
| Proposal Vote | Management | Type | |
| 1a. | Election of Director: Shari L. Ballard
For | Mgmt | For |
| 1b. | Election of Director: Barbara J. Beck
For | Mgmt | For |

1c.	Election of Director: Christophe Beck For	Mgmt	For
1d.	Election of Director: Jeffrey M. Ettinger For	Mgmt	For
1e.	Election of Director: Eric M. Green For	Mgmt	For
1f.	Election of Director: Arthur J. Higgins For	Mgmt	For
1g.	Election of Director: Michael Larson For	Mgmt	For
1h.	Election of Director: David W. MacLennan For	Mgmt	For
1i.	Election of Director: Tracy B. McKibben For	Mgmt	For
1j.	Election of Director: Lionel L. Nowell III For	Mgmt	For
1k.	Election of Director: Victoria J. Reich For	Mgmt	For
1l.	Election of Director: Suzanne M. Vautrinot For	Mgmt	For
1m.	Election of Director: John J. Zillmer For	Mgmt	For
2.	Ratify the appointment of For PricewaterhouseCoopers LLP as Ecolab's independent registered public accounting firm for the current year ending December 31, 2023.	Mgmt	For
3.	Approve the Ecolab Inc. 2023 Stock For Incentive Plan.	Mgmt	For
4.	Approve an Amendment to the Ecolab Inc. For Stock Purchase Plan.	Mgmt	For
5.	Approve, on an advisory basis, the For	Mgmt	For

compensation of our named executive officers disclosed in the Proxy Statement.

- | | | | |
|----|---|------|---|
| 6. | Vote, on an advisory basis, on the
Year For
frequency of future stockholder advisory
votes to approve named executive officer
compensation. | Mgmt | 1 |
| 7. | Vote on a stockholder proposal regarding an
Against For
independent board chair policy, if properly
presented. | Shr | |

 ELANCO ANIMAL HEALTH INCORPORATED
 Agenda Number: 935803420

 Security: 28414H103
 Meeting Type: Annual
 Meeting Date: 18-May-2023
 Ticker: ELAN
 ISIN: US28414H1032

Prop.# Proposal	For/Against	Proposal	
Proposal Vote	Management	Type	
1a.	Election of Director: Michael J. Harrington For	Mgmt	For
1b.	Election of Director: R. David Hoover For	Mgmt	For
1c.	Election of Director: Deborah T. Kochevar For	Mgmt	For
1d.	Election of Director: Kirk P. McDonald For	Mgmt	For
2.	Ratification of the appointment of Ernst & For	Mgmt	For

Young LLP as the company's independent registered public accounting firm for 2023.

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|----|---|------|-----|
| 3. | Advisory vote on the approval of executive
For
compensation. | Mgmt | For |
| 4. | Approval of the Amended and Restated Elanco
For
Animal Health Incorporated Employee Stock
Purchase Plan. | Mgmt | For |
| 5. | Approval of the Amended and Restated 2018
For
Elanco Animal Health Incorporated Stock
Plan. | Mgmt | For |

ELI LILLY AND COMPANY
Agenda Number: 935784769

Security: 532457108
Meeting Type: Annual
Meeting Date: 01-May-2023
Ticker: LLY
ISIN: US5324571083

- | Prop.# | Proposal | Proposal | |
|----------|---|----------|-----|
| Proposal | Vote | Type | |
| | For/Against | | |
| | Management | | |
| 1a. | Election of Director to serve a three-year
For
term: William G. Kaelin, Jr. | Mgmt | For |
| 1b. | Election of Director to serve a three-year
For
term: David A. Ricks | Mgmt | For |
| 1c. | Election of Director to serve a three-year
For
term: Marschall S. Runge | Mgmt | For |

1d.	Election of Director to serve a three-year term: Karen Walker	For	Mgmt	For
2.	Approval, on an advisory basis, of the compensation paid to the company's named executive officers.	For	Mgmt	For
3. Year	Advisory vote on frequency of future advisory votes on named executive officer compensation.	For	Mgmt	1
4.	Ratification of the appointment of Ernst & Young LLP as the independent auditor for 2023.	For	Mgmt	For
5.	Approval of amendments to the company's Articles of Incorporation to eliminate the classified board structure.	For	Mgmt	For
6.	Approval of amendments to the company's Articles of Incorporation to eliminate supermajority voting provisions.	For	Mgmt	For
7. Against	Shareholder proposal to publish an annual report disclosing lobbying activities.	For	Shr	
8. Against	Shareholder proposal to eliminate supermajority voting requirements.	For	Shr	
9. Against	Shareholder proposal to establish and report on a process by which the impact of extended patent exclusivities on product access would be considered in deciding whether to apply for secondary and tertiary patents.	For	Shr	
10. Against	Shareholder proposal to report on risks of supporting abortion.	For	Shr	

- | | | |
|-----|---|-----|
| 11. | Shareholder proposal to disclose lobbying
Against
For
activities and alignment with public policy
positions and statements. | Shr |
| 12. | Shareholder proposal to report on
Against
For
effectiveness of the company's diversity,
equity, and inclusion efforts. | Shr |
| 13. | Shareholder proposal to adopt a policy to
Against
For
require certain third-party organizations
to annually report expenditures for
political activities before Lilly
contributes to an organization. | Shr |

 ENTEGRIS, INC.
 Agenda Number: 935800018

Security: 29362U104
 Meeting Type: Annual
 Meeting Date: 26-Apr-2023
 Ticker: ENTG
 ISIN: US29362U1043

Prop.# Proposal	For/Against	Proposal	
Proposal Vote	Management	Type	
1a.	Election of Director: James R. Anderson For	Mgmt	For
1b.	Election of Director: Rodney Clark For	Mgmt	For
1c.	Election of Director: James F. Gentilcore For	Mgmt	For
1d.	Election of Director: Yvette Kanouff For	Mgmt	For

1e.	Election of Director: James P. Lederer For	Mgmt	For
1f.	Election of Director: Bertrand Loy For	Mgmt	For
1g.	Election of Director: Azita Saleki-Gerhardt For	Mgmt	For
2.	Approval, by non-binding vote, of the For compensation paid to Entegris, Inc.'s named executive officers (advisory vote).	Mgmt	For
3. Year	Frequency of future advisory votes on For Executive compensation (advisory vote).	Mgmt	1
4.	Ratify the appointment of KPMG LLP as For Entegris, Inc.'s Independent Registered Public Accounting Firm for 2023.	Mgmt	For

FASTENAL COMPANY

Agenda Number: 935770669

Security: 311900104
Meeting Type: Annual
Meeting Date: 22-Apr-2023
Ticker: FAST
ISIN: US3119001044

Prop.#	Proposal		Proposal
Proposal	Vote	For/Against	Type
		Management	
1a.	Election of Director: Scott A. Satterlee For		Mgmt For
1b.	Election of Director: Michael J. Ancius		Mgmt For

For

- | | | | |
|------------|---|------|-----|
| 1c. | Election of Director: Stephen L. Eastman
For | Mgmt | For |
| 1d. | Election of Director: Daniel L. Florness
For | Mgmt | For |
| 1e. | Election of Director: Rita J. Heise
For | Mgmt | For |
| 1f. | Election of Director: Hsenghung Sam Hsu
For | Mgmt | For |
| 1g. | Election of Director: Daniel L. Johnson
For | Mgmt | For |
| 1h. | Election of Director: Nicholas J. Lundquist
For | Mgmt | For |
| 1i. | Election of Director: Sarah N. Nielsen
For | Mgmt | For |
| 1j. | Election of Director: Reyne K. Wisecup
For | Mgmt | For |
| 2. | Ratification of the appointment of KPMG LLP
For
as independent registered public accounting
firm for the 2023 fiscal year. | Mgmt | For |
| 3. | Approval, by non-binding vote, of executive
For
compensation. | Mgmt | For |
| 4.
Year | Approval, by non-binding vote, of the
For
frequency of future executive compensation
votes. | Mgmt | 1 |

FISERV, INC.

Agenda Number: 935806096

Security: 337738108

Meeting Type: Annual
Meeting Date: 17-May-2023
Ticker: FISV
ISIN: US3377381088

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1.	DIRECTOR			
	Frank J. Bisignano	For	Mgmt	For
	Henrique de Castro	For	Mgmt	For
	Harry F. DiSimone	For	Mgmt	For
	Dylan G. Haggart	For	Mgmt	For
	Wafaa Mamilli	For	Mgmt	For
	Heidi G. Miller	For	Mgmt	For
	Doyle R. Simons	For	Mgmt	For
	Kevin M. Warren	For	Mgmt	For
2.	To approve, on an advisory basis, the compensation of the named executive officers of Fiserv, Inc.	For	Mgmt	For
3.	Advisory vote on the frequency of advisory votes on the compensation of the named executive officers of Fiserv, Inc.	For	Mgmt	1
Year				
4.	To ratify the appointment of Deloitte & Touche LLP as the independent registered public accounting firm of Fiserv, Inc. for 2023.	For	Mgmt	For
5.	Shareholder proposal requesting an independent board chair policy.	For	Shr	
Against				

GRACO INC.

Agenda Number: 935780660

Security: 384109104
Meeting Type: Annual
Meeting Date: 28-Apr-2023
Ticker: GGG
ISIN: US3841091040

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Lee R. Mitau	For	Mgmt	For
1b.	Election of Director: Martha A. Morfitt	For	Mgmt	For
1c.	Election of Director: Mark W. Sheahan	For	Mgmt	For
1d.	Election of Director: Kevin J. Wheeler	For	Mgmt	For
2.	Ratification of appointment of Deloitte & Touche LLP as the Company's independent registered accounting firm.	For	Mgmt	For
3.	Approval, on an advisory basis, of the compensation paid to our named executive officers as disclosed in the Proxy Statement.	For	Mgmt	For
4. Year	Approval, on an advisory basis, of the frequency of the advisory vote on the compensation paid to our named executive officers.	For	Mgmt	1

H.B. FULLER COMPANY

Agenda Number: 935767080

Security: 359694106
Meeting Type: Annual
Meeting Date: 06-Apr-2023
Ticker: FUL
ISIN: US3596941068

Prop.#	Proposal	For/Against	Proposal	
Proposal Vote		Management	Type	
1.	DIRECTOR Daniel L. Florness	For	Mgmt	For
	Lee R. Mitau	For	Mgmt	For
	Teresa J. Rasmussen	For	Mgmt	For
2.	The ratification of the appointment of Ernst & Young LLP as H.B. Fuller's independent registered public accounting firm for the fiscal year ending December 2, 2023.	For	Mgmt	For
3.	A non-binding advisory vote to approve the compensation of our named executive officers as disclosed in the Proxy Statement.	For	Mgmt	For
4. Year	A non-binding advisory vote on the frequency of an advisory vote on executive compensation of our named executive officers as disclosed in the Proxy Statement.	For	Mgmt	1

5.	Approval of the Second Amendment and For Restatement of the H.B. Fuller Company 2020 Master Incentive Plan to increase shares and adopt certain other amendments.	Mgmt	For
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 HONEYWELL INTERNATIONAL INC.
 Agenda Number: 935801200

Security: 438516106
 Meeting Type: Annual
 Meeting Date: 19-May-2023
 Ticker: HON
 ISIN: US4385161066

Prop.#	Proposal		Proposal
Proposal	Vote	For/Against	Type
		Management	
1A.	Election of Director: Darius Adamczyk For		Mgmt For
1B.	Election of Director: Duncan B. Angove For		Mgmt For
1C.	Election of Director: William S. Ayer For		Mgmt For
1D.	Election of Director: Kevin Burke For		Mgmt For
1E.	Election of Director: D. Scott Davis For		Mgmt For
1F.	Election of Director: Deborah Flint For		Mgmt For
1G.	Election of Director: Vimal Kapur For		Mgmt For

1H.	Election of Director: Rose Lee For	Mgmt	For
1I.	Election of Director: Grace D. Lieblein For	Mgmt	For
1J.	Election of Director: Robin L. Washington For	Mgmt	For
1K.	Election of Director: Robin Watson For	Mgmt	For
2. Year	Advisory Vote to Approve Frequency of For Advisory Vote on Executive Compensation.	Mgmt	1
3.	Advisory Vote to Approve Executive For Compensation.	Mgmt	For
4.	Approval of Independent Accountants. For	Mgmt	For
5. Against	Shareowner Proposal - Independent Board For Chairman.	Shr	
6. Against	Shareowner Proposal - Environmental and For Health Impact Report.	Shr	

 HORMEL FOODS CORPORATION
 Agenda Number: 935750124

Security: 440452100
 Meeting Type: Annual
 Meeting Date: 31-Jan-2023
 Ticker: HRL
 ISIN: US4404521001

Prop.# Proposal		Proposal
Proposal Vote	For/Against	

	Management	Type	
1a.	Election of Director: Prama Bhatt For	Mgmt	For
1b.	Election of Director: Gary C. Bhojwani For	Mgmt	For
1c.	Election of Director: Stephen M. Lacy For	Mgmt	For
1d.	Election of Director: Elsa A. Murano, Ph.D. For	Mgmt	For
1e.	Election of Director: Susan K. Nestegard For	Mgmt	For
1f.	Election of Director: William A. Newlands For	Mgmt	For
1g.	Election of Director: Christopher J. For Policinski	Mgmt	For
1h.	Election of Director: Jose Luis Prado For	Mgmt	For
1i.	Election of Director: Sally J. Smith For	Mgmt	For
1j.	Election of Director: James P. Snee For	Mgmt	For
1k.	Election of Director: Steven A. White For	Mgmt	For
2.	Ratify the appointment by the Audit For Committee of the Board of Directors of Ernst & Young LLP as independent registered public accounting firm for the fiscal year ending October 29, 2023.	Mgmt	For
3.	Approve the Named Executive Officer For compensation as disclosed in the Company's 2023 annual meeting proxy statement.	Mgmt	For
4.	Advisory vote on the frequency of advisory	Mgmt	1

Year For
votes to approve Named Executive Officer
compensation.

5. Stockholder proposal requesting the Company For Shr
Against For
comply with World Health Organization
guidelines on antimicrobial use throughout
its supply chains, if presented at the
meeting.

JOHNSON & JOHNSON
Agenda Number: 935776813

Security: 478160104
Meeting Type: Annual
Meeting Date: 27-Apr-2023
Ticker: JNJ
ISIN: US4781601046

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director:	Darius Adamczyk For	Mgmt	For
1b.	Election of Director:	Mary C. Beckerle For	Mgmt	For
1c.	Election of Director:	D. Scott Davis For	Mgmt	For
1d.	Election of Director:	Jennifer A. Doudna For	Mgmt	For
1e.	Election of Director:	Joaquin Duato For	Mgmt	For
1f.	Election of Director:	Marillyn A. Hewson For	Mgmt	For

1g.	Election of Director: Paula A. Johnson For	Mgmt	For
1h.	Election of Director: Hubert Joly For	Mgmt	For
1I.	Election of Director: Mark B. McClellan For	Mgmt	For
1j.	Election of Director: Anne M. Mulcahy For	Mgmt	For
1k.	Election of Director: Mark A. Weinberger For	Mgmt	For
1l.	Election of Director: Nadja Y. West For	Mgmt	For
2.	Advisory Vote to Approve Named Executive For Officer Compensation	Mgmt	For
3. Year	Advisory Vote on the Frequency of Voting to For Approve Named Executive Officer Compensation	Mgmt	1
4.	Ratification of Appointment of For PricewaterhouseCoopers LLP as the Independent Registered Public Accounting Firm	Mgmt	For
5. Against	Proposal Withdrawn (Federal Securities Laws Mandatory Arbitration Bylaw)	Shr	
6. Against	Vaccine Pricing Report For	Shr	
7. Against	Executive Compensation Adjustment Policy For	Shr	
8. Against	Impact of Extended Patent Exclusivities on For Product Access	Shr	

JPMORGAN CHASE & CO.
Agenda Number: 935797223

Security: 46625H100
Meeting Type: Annual
Meeting Date: 16-May-2023
Ticker: JPM
ISIN: US46625H1005

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Linda B. Bammann	For	Mgmt	For
1b.	Election of Director: Stephen B. Burke	For	Mgmt	For
1c.	Election of Director: Todd A. Combs	For	Mgmt	For
1d.	Election of Director: James S. Crown	For	Mgmt	For
1e.	Election of Director: Alicia Boler Davis	For	Mgmt	For
1f.	Election of Director: James Dimon	For	Mgmt	For
1g.	Election of Director: Timothy P. Flynn	For	Mgmt	For
1h.	Election of Director: Alex Gorsky	For	Mgmt	For
1i.	Election of Director: Mellody Hobson	For	Mgmt	For
1j.	Election of Director: Michael A. Neal	For	Mgmt	For

1k.	Election of Director: Phebe N. Novakovic For	Mgmt	For
11.	Election of Director: Virginia M. Rometty For	Mgmt	For
2.	Advisory resolution to approve executive For compensation	Mgmt	For
3. Year	Advisory vote on frequency of advisory For resolution to approve executive compensation	Mgmt	1
4.	Ratification of independent registered For public accounting firm	Mgmt	For
5. Against	Independent board chairman For	Shr	
6. Against	Fossil fuel phase out For	Shr	
7. Against	Amending public responsibility committee For charter to include mandate to oversee animal welfare impact and risk	Shr	
8. Against	Special shareholder meeting improvement For	Shr	
9. Against	Report on climate transition planning For	Shr	
10. Against	Report on ensuring respect for civil For liberties	Shr	
11. Against	Report analyzing the congruence of the For company's political and electioneering expenditures	Shr	
12. Against	Absolute GHG reduction goals For	Shr	

LITTELFUSE, INC.

Agenda Number: 935774605

Security: 537008104
Meeting Type: Annual
Meeting Date: 27-Apr-2023
Ticker: LFUS
ISIN: US5370081045

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Kristina A. Cerniglia	For	Mgmt	For
1b.	Election of Director: Tzau-Jin Chung	For	Mgmt	For
1c.	Election of Director: Cary T. Fu	For	Mgmt	For
1d.	Election of Director: Maria C. Green	For	Mgmt	For
1e.	Election of Director: Anthony Grillo	For	Mgmt	For
1f.	Election of Director: David W. Heinzmann	For	Mgmt	For
1g.	Election of Director: Gordon Hunter	For	Mgmt	For
1h.	Election of Director: William P. Noglows	For	Mgmt	For
2.	Approve, on an advisory basis, the For compensation of the Company's named executive officers.		Mgmt	For
3.	Advisory vote on the frequency of future		Mgmt	1

Year	For		
	advisory votes on the compensation of our named executive officers.		
4.	Approve the First Amendment to the Amended For and Restated LittelFuse, Inc. Long-Term Incentive Plan to increase the number of shares authorized for issuance under the plan, and to make certain other changes to the plan.	Mgmt	For
5.	Approve and ratify the appointment of Grant For Thornton LLP as the Company's independent auditors for 2023.	Mgmt	For

 MEDTRONIC PLC
 Agenda Number: 935723610

Security: G5960L103
 Meeting Type: Annual
 Meeting Date: 08-Dec-2022
 Ticker: MDT
 ISIN: IE00BTN1Y115

Prop.#	Proposal	Proposal	
Proposal Vote	For/Against	Type	
	Management		
1a.	Election of Director to hold office until For the 2023 Annual General Meeting: Richard H. Anderson	Mgmt	For
1b.	Election of Director to hold office until For the 2023 Annual General Meeting: Craig Arnold	Mgmt	For
1c.	Election of Director to hold office until	Mgmt	For

	For the 2023 Annual General Meeting: Scott C. Donnelly		
1d.	Election of Director to hold office until For the 2023 Annual General Meeting: Lidia L. Fonseca	Mgmt	For
1e.	Election of Director to hold office until For the 2023 Annual General Meeting: Andrea J. Goldsmith, Ph.D.	Mgmt	For
1f.	Election of Director to hold office until For the 2023 Annual General Meeting: Randall J. Hogan, III	Mgmt	For
1g.	Election of Director to hold office until For the 2023 Annual General Meeting: Kevin E. Lofton	Mgmt	For
1h.	Election of Director to hold office until For the 2023 Annual General Meeting: Geoffrey S. Martha	Mgmt	For
1i.	Election of Director to hold office until For the 2023 Annual General Meeting: Elizabeth G. Nabel, M.D.	Mgmt	For
1j.	Election of Director to hold office until For the 2023 Annual General Meeting: Denise M. O'Leary	Mgmt	For
1k.	Election of Director to hold office until For the 2023 Annual General Meeting: Kendall J. Powell	Mgmt	For
2.	Ratifying, in a non-binding vote, the For appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2023 and authorizing, in a binding vote, the Board of Directors,	Mgmt	For

acting through the Audit Committee, to set the auditor's remuneration.

- | | | | |
|----|--|------|-----|
| 3. | Approving, on an advisory basis, the
For
Company's executive compensation. | Mgmt | For |
| 4. | Renewing the Board of Directors' authority
For
to issue shares under Irish law. | Mgmt | For |
| 5. | Renewing the Board of Directors' authority
For
to opt out of pre-emption rights under
Irish law. | Mgmt | For |
| 6. | Authorizing the Company and any subsidiary
For
of the Company to make overseas market
purchases of Medtronic ordinary shares. | Mgmt | For |

 MICROSOFT CORPORATION

Agenda Number: 935722567

Security: 594918104
 Meeting Type: Annual
 Meeting Date: 13-Dec-2022
 Ticker: MSFT
 ISIN: US5949181045

- | Prop.# Proposal | For/Against | Proposal |
|-----------------|---|----------|
| Proposal Vote | Management | Type |
| 1a. | Election of Director: Reid G. Hoffman
For | Mgmt For |
| 1b. | Election of Director: Hugh F. Johnston
For | Mgmt For |
| 1c. | Election of Director: Teri L. List | Mgmt For |

For

1d.	Election of Director: Satya Nadella For	Mgmt	For
1e.	Election of Director: Sandra E. Peterson For	Mgmt	For
1f.	Election of Director: Penny S. Pritzker For	Mgmt	For
1g.	Election of Director: Carlos A. Rodriguez For	Mgmt	For
1h.	Election of Director: Charles W. Scharf For	Mgmt	For
1i.	Election of Director: John W. Stanton For	Mgmt	For
1j.	Election of Director: John W. Thompson For	Mgmt	For
1k.	Election of Director: Emma N. Walmsley For	Mgmt	For
1l.	Election of Director: Padmasree Warrior For	Mgmt	For
2.	Advisory vote to approve named executive For officer compensation	Mgmt	For
3.	Ratification of the Selection of Deloitte & For Touche LLP as our Independent Auditor for Fiscal Year 2023	Mgmt	For
4. Against	Shareholder Proposal - Cost/Benefit For Analysis of Diversity and Inclusion	Shr	
5. Against	Shareholder Proposal - Report on Hiring of For Persons with Arrest or Incarceration Records	Shr	
6. Against	Shareholder Proposal - Report on Investment For of Retirement Funds in Companies	Shr	

Contributing to Climate Change

- | | | |
|---------|---|-----|
| 7. | Shareholder Proposal - Report on Government | Shr |
| Against | For | |
| | Use of Microsoft Technology | |
| 8. | Shareholder Proposal - Report on | Shr |
| Against | For | |
| | Development of Products for Military | |
| 9. | Shareholder Proposal - Report on Tax | Shr |
| Against | For | |
| | Transparency | |

MOTOROLA SOLUTIONS, INC.
Agenda Number: 935792211

Security: 620076307
Meeting Type: Annual
Meeting Date: 16-May-2023
Ticker: MSI
ISIN: US6200763075

Prop.#	Proposal	Proposal	
Proposal	Vote	For/Against	Type
		Management	
1a.	Election of Director for a one-year term: For Gregory Q. Brown		Mgmt For
1b.	Election of Director for a one-year term: For Kenneth D. Denman		Mgmt For
1c.	Election of Director for a one-year term: For Egon P. Durban		Mgmt For
1d.	Election of Director for a one-year term: For		Mgmt For

Ayanna M. Howard

- | | | | |
|------------|--|------|-----|
| 1e. | Election of Director for a one-year term:
For
Clayton M. Jones | Mgmt | For |
| 1f. | Election of Director for a one-year term:
For
Judy C. Lewent | Mgmt | For |
| 1g. | Election of Director for a one-year term:
For
Gregory K. Mondre | Mgmt | For |
| 1h. | Election of Director for a one-year term:
For
Joseph M. Tucci | Mgmt | For |
| 2. | Ratification of the Appointment of
For
PricewaterhouseCoopers LLP as the Company's
Independent Registered Public Accounting
Firm for 2023. | Mgmt | For |
| 3. | Advisory Approval of the Company's
For
Executive Compensation. | Mgmt | For |
| 4.
Year | Advisory Approval of the Frequency of the
For
Advisory Vote to Approve the Company's
Executive Compensation. | Mgmt | 1 |

NORTHERN TRUST CORPORATION
Agenda Number: 935775683

Security: 665859104
Meeting Type: Annual
Meeting Date: 25-Apr-2023
Ticker: NTRS
ISIN: US6658591044

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Linda Walker Bynoe For		Mgmt	For
1b.	Election of Director: Susan Crown For		Mgmt	For
1c.	Election of Director: Dean M. Harrison For		Mgmt	For
1d.	Election of Director: Jay L. Henderson For		Mgmt	For
1e.	Election of Director: Marcy S. Klevorn For		Mgmt	For
1f.	Election of Director: Siddharth N. (Bobby) For Mehta		Mgmt	For
1g.	Election of Director: Michael G. O'Grady For		Mgmt	For
1h.	Election of Director: Jose Luis Prado For		Mgmt	For
1i.	Election of Director: Martin P. Slark For		Mgmt	For
1j.	Election of Director: David H. B. Smith, For Jr.		Mgmt	For
1k.	Election of Director: Donald Thompson For		Mgmt	For
1l.	Election of Director: Charles A. Tribbett For III		Mgmt	For
2.	Approval, by an advisory vote, of the 2022 For compensation of the Corporation's named executive officers.		Mgmt	For
3.	Recommendation, by an advisory vote, on the		Mgmt	1

Year For
 frequency with which the Corporation should
 hold advisory votes on executive
 compensation.

4. Ratification of the appointment of KPMG LLP For Mgmt For
 as the Corporation's independent registered
 public accounting firm for the fiscal year
 ending December 31, 2023.

 NVENT ELECTRIC PLC
 Agenda Number: 935795635

Security: G6700G107
 Meeting Type: Annual
 Meeting Date: 12-May-2023
 Ticker: NVT
 ISIN: IE00BDVJJQ56

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Sherry A. Aaholm For		Mgmt	For
1b.	Election of Director: Jerry W. Burris For		Mgmt	For
1c.	Election of Director: Susan M. Cameron For		Mgmt	For
1d.	Election of Director: Michael L. Ducker For		Mgmt	For
1e.	Election of Director: Randall J. Hogan For		Mgmt	For
1f.	Election of Director: Danita K. Ostling For		Mgmt	For

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|-----|--|------|-----|
| 1g. | Election of Director: Nicola Palmer
For | Mgmt | For |
| 1h. | Election of Director: Herbert K. Parker
For | Mgmt | For |
| 1i. | Election of Director: Greg Scheu
For | Mgmt | For |
| 1j. | Election of Director: Beth A. Wozniak
For | Mgmt | For |
| 2. | Approve, by Non-Binding Advisory Vote, the
For
Compensation of the Named Executive
Officers. | Mgmt | For |
| 3. | Ratify, by Non-Binding Advisory Vote, the
For
Appointment of Deloitte & Touche LLP as the
Independent Auditor and Authorize, by
Binding Vote, the Audit and Finance
Committee of the Board of Directors to Set
the Auditor's Remuneration. | Mgmt | For |
| 4. | Authorize the Board of Directors to Allot
For
and Issue New Shares under Irish Law. | Mgmt | For |
| 5. | Authorize the Board of Directors to Opt Out
For
of Statutory Preemption Rights under Irish
Law. | Mgmt | For |
| 6. | Authorize the Price Range at which nVent
For
Electric plc Can Re-allot Shares it Holds
as Treasury Shares under Irish Law. | Mgmt | For |

 PFIZER INC.

Agenda Number: 935778451

Security: 717081103

Meeting Type: Annual
Meeting Date: 27-Apr-2023
Ticker: PFE
ISIN: US7170811035

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Ronald E. Blaylock	For	Mgmt	For
1b.	Election of Director: Albert Bourla	For	Mgmt	For
1c.	Election of Director: Susan Desmond-Hellmann	For	Mgmt	For
1d.	Election of Director: Joseph J. Echevarria	For	Mgmt	For
1e.	Election of Director: Scott Gottlieb	For	Mgmt	For
1f.	Election of Director: Helen H. Hobbs	For	Mgmt	For
1g.	Election of Director: Susan Hockfield	For	Mgmt	For
1h.	Election of Director: Dan R. Littman	For	Mgmt	For
1i.	Election of Director: Shantanu Narayen	For	Mgmt	For
1j.	Election of Director: Suzanne Nora Johnson	For	Mgmt	For
1k.	Election of Director: James Quincey	For	Mgmt	For
1l.	Election of Director: James C. Smith	For	Mgmt	For
2.	Ratify the selection of KPMG LLP as		Mgmt	For

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Jonathan S. Auerbach	For	Mgmt	For
1b.	Election of Director: Mary E. Beams	For	Mgmt	For
1c.	Election of Director: Jocelyn Carter-Miller	For	Mgmt	For
1d.	Election of Director: Scott M. Mills	For	Mgmt	For
1e.	Election of Director: Claudio N. Muruzabal	For	Mgmt	For
1f.	Election of Director: H. Elizabeth Mitchell	For	Mgmt	For
2.	Advisory Approval of Compensation of Our Named Executive Officers.	For	Mgmt	For
3.	Advisory Approval of the Frequency of Year Future Advisory Votes to Approve Compensation of our Named Executive Officers.	For	Mgmt	1
4.	Ratification of Appointment of Ernst & Young LLP as the Company's Independent Auditor for 2023.	For	Mgmt	For

 QUALCOMM INCORPORATED
 Agenda Number: 935757281

Security: 747525103

Meeting Type: Annual
Meeting Date: 08-Mar-2023
Ticker: QCOM
ISIN: US7475251036

Prop.#	Proposal	For/Against	Proposal	
	Proposal		Type	
	Vote	Management		
1a.	Election of Director to hold office until For the next annual meeting of stockholders: Sylvia Acevedo		Mgmt	For
1b.	Election of Director to hold office until For the next annual meeting of stockholders: Cristiano R. Amon		Mgmt	For
1c.	Election of Director to hold office until For the next annual meeting of stockholders: Mark Fields		Mgmt	For
1d.	Election of Director to hold office until For the next annual meeting of stockholders: Jeffrey W. Henderson		Mgmt	For
1e.	Election of Director to hold office until For the next annual meeting of stockholders: Gregory N. Johnson		Mgmt	For
1f.	Election of Director to hold office until For the next annual meeting of stockholders: Ann M. Livermore		Mgmt	For
1g.	Election of Director to hold office until For the next annual meeting of stockholders: Mark D. McLaughlin		Mgmt	For
1h.	Election of Director to hold office until For the next annual meeting of stockholders:		Mgmt	For

Jamie S. Miller

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|-----|--|------|-----|
| 1i. | Election of Director to hold office until
For
the next annual meeting of stockholders:
Irene B. Rosenfeld | Mgmt | For |
| 1j. | Election of Director to hold office until
For
the next annual meeting of stockholders:
Kornelis (Neil) Smit | Mgmt | For |
| 1k. | Election of Director to hold office until
For
the next annual meeting of stockholders:
Jean-Pascal Tricoire | Mgmt | For |
| 1l. | Election of Director to hold office until
For
the next annual meeting of stockholders:
Anthony J. Vinciguerra | Mgmt | For |
| 2. | Ratification of the selection of
For
PricewaterhouseCoopers LLP as our
independent public accountants for our
fiscal year ending September 24, 2023. | Mgmt | For |
| 3. | Approval of the QUALCOMM Incorporated 2023
For
Long-Term Incentive Plan. | Mgmt | For |
| 4. | Approval, on an advisory basis, of the
For
compensation of our named executive
officers. | Mgmt | For |

ROCKWELL AUTOMATION, INC.

Agenda Number: 935750504

Security: 773903109
Meeting Type: Annual
Meeting Date: 07-Feb-2023
Ticker: ROK

ISIN: US7739031091

Prop.#	Proposal	For/Against	Proposal	
Proposal Vote		Management	Type	
A.	DIRECTOR			
	William P. Gipson	For	Mgmt	For
	Pam Murphy	For	Mgmt	For
	Donald R. Parfet	For	Mgmt	For
	Robert W. Soderbery	For	Mgmt	For
B.	To approve, on an advisory basis, the compensation of the Corporation's named executive officers.	For	Mgmt	For
C.	To approve, on an advisory basis, the frequency of the shareowner vote on the compensation of the Corporation's named executive officers.	For	Mgmt	1
D.	To approve the selection of Deloitte & Touche LLP as the Corporation's independent registered public accounting firm for fiscal 2023.	For	Mgmt	For

SALESFORCE, INC.

Agenda Number: 935846127

Security: 79466L302
Meeting Type: Annual
Meeting Date: 08-Jun-2023
Ticker: CRM
ISIN: US79466L3024

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Marc Benioff	For	Mgmt	For
1b.	Election of Director: Laura Alber	For	Mgmt	For
1c.	Election of Director: Craig Conway	For	Mgmt	For
1d.	Election of Director: Arnold Donald	For	Mgmt	For
1e.	Election of Director: Parker Harris	For	Mgmt	For
1f.	Election of Director: Neelie Kroes	For	Mgmt	For
1g.	Election of Director: Sachin Mehra	For	Mgmt	For
1h.	Election of Director: Mason Morfit	For	Mgmt	For
1i.	Election of Director: Oscar Munoz	For	Mgmt	For
1j.	Election of Director: John V. Roos	For	Mgmt	For
1k.	Election of Director: Robin Washington	For	Mgmt	For
1l.	Election of Director: Maynard Webb	For	Mgmt	For
1m.	Election of Director: Susan Wojcicki	For	Mgmt	For
2.	Amendment and restatement of our 2013 Equity Incentive Plan to increase the	For	Mgmt	For

number of shares reserved for issuance.

- | | | | |
|---------------|--|------|-----|
| 3. | Ratification of the appointment of Ernst &
For
Young LLP as our independent registered
public accounting firm for the fiscal year
ending January 31, 2024. | Mgmt | For |
| 4. | An advisory vote to approve the fiscal 2023
For
compensation of our named executive
officers. | Mgmt | For |
| 5.
Year | An advisory vote on the frequency of
For
holding future advisory votes to approve
executive compensation. | Mgmt | 1 |
| 6.
Against | A stockholder proposal requesting a policy
For
to require the Chair of the Board be an
independent member of the Board and not a
former CEO of the Company, if properly
presented at the meeting. | Shr | |
| 7.
Against | A stockholder proposal requesting a policy
For
to forbid all Company directors from
sitting on any other boards, if properly
presented at the meeting. | Shr | |

SYSCO CORPORATION

Agenda Number: 935717427

Security: 871829107
Meeting Type: Annual
Meeting Date: 18-Nov-2022
Ticker: SYY
ISIN: US8718291078

Prop.# Proposal

Proposal Vote

For/Against

Proposal

	Management	Type	
1a.	Election of Director: Daniel J. Brutto For	Mgmt	For
1b.	Election of Director: Ali Dibadj For	Mgmt	For
1c.	Election of Director: Larry C. Glasscock For	Mgmt	For
1d.	Election of Director: Jill M. Golder For	Mgmt	For
1e.	Election of Director: Bradley M. Halverson For	Mgmt	For
1f.	Election of Director: John M. Hinshaw For	Mgmt	For
1g.	Election of Director: Kevin P. Hourican For	Mgmt	For
1h.	Election of Director: Hans-Joachim Koerber For	Mgmt	For
1i.	Election of Director: Alison Kenney Paul For	Mgmt	For
1j.	Election of Director: Edward D. Shirley For	Mgmt	For
1k.	Election of Director: Sheila G. Talton For	Mgmt	For
2.	To approve, by advisory vote, the For compensation paid to Sysco's named executive officers, as disclosed in Sysco's 2022 proxy statement.	Mgmt	For
3.	To ratify the appointment of Ernst & Young For LLP as Sysco's independent registered public accounting firm for fiscal 2023.	Mgmt	For
4.	To consider a stockholder proposal, if Against For properly presented at the meeting, related	Shr	

to a third party civil rights audit.

5. To consider a stockholder proposal, if Shr
Against For
properly presented at the meeting, related
to third party assessments of supply chain
risks.

6. To consider a stockholder proposal, if Shr
Against
properly presented at the meeting, related
to a report on the reduction of plastic
packaging use.

TARGET CORPORATION

Agenda Number: 935847220

Security: 87612E106
Meeting Type: Annual
Meeting Date: 14-Jun-2023
Ticker: TGT
ISIN: US87612E1064

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: David P. Abney	For	Mgmt	For
1b.	Election of Director: Douglas M. Baker, Jr.	For	Mgmt	For
1c.	Election of Director: George S. Barrett	For	Mgmt	For
1d.	Election of Director: Gail K. Boudreaux	For	Mgmt	For
1e.	Election of Director: Brian C. Cornell	For	Mgmt	For

1f.	Election of Director: Robert L. Edwards For	Mgmt	For
1g.	Election of Director: Donald R. Knauss For	Mgmt	For
1h.	Election of Director: Christine A. Leahy For	Mgmt	For
1i.	Election of Director: Monica C. Lozano For	Mgmt	For
1j.	Election of Director: Grace Puma For	Mgmt	For
1k.	Election of Director: Derica W. Rice For	Mgmt	For
1l.	Election of Director: Dmitri L. Stockton For	Mgmt	For
2.	Company proposal to ratify the appointment For of Ernst & Young LLP as our independent registered public accounting firm.	Mgmt	For
3.	Company proposal to approve, on an advisory For basis, our executive compensation (Say on Pay).	Mgmt	For
4. Year	Company proposal to approve, on an advisory For basis, the frequency of our Say on Pay votes (Say on Pay Vote Frequency).	Mgmt	1
5. Against	Shareholder proposal to adopt a policy for For an independent chairman.	Shr	

TENNANT COMPANY

Agenda Number: 935776611

Security: 880345103
Meeting Type: Annual
Meeting Date: 25-Apr-2023
Ticker: TNC
ISIN: US8803451033

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Carol S. Eicher	For	Mgmt	For
1b.	Election of Director: Maria C. Green	For	Mgmt	For
1c.	Election of Director: Donal L. Mulligan	For	Mgmt	For
1d.	Election of Director: Andrew P. Hider	For	Mgmt	For
2.	Ratification of the appointment of Deloitte & Touche LLP as the independent registered public accounting firm of the Company for the year ending December 31, 2023.	For	Mgmt	For
3.	Advisory approval of executive compensation.	For	Mgmt	For
4. Year	Advisory approval on the frequency of future advisory executive compensation approvals.	For	Mgmt	1

TEXAS INSTRUMENTS INCORPORATED
Agenda Number: 935777120

Security: 882508104

Meeting Type: Annual
Meeting Date: 27-Apr-2023
Ticker: TXN
ISIN: US8825081040

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Mark A. Blinn	For	Mgmt	For
1b.	Election of Director: Todd M. Bluedorn	For	Mgmt	For
1c.	Election of Director: Janet F. Clark	For	Mgmt	For
1d.	Election of Director: Carrie S. Cox	For	Mgmt	For
1e.	Election of Director: Martin S. Craighead	For	Mgmt	For
1f.	Election of Director: Curtis C. Farmer	For	Mgmt	For
1g.	Election of Director: Jean M. Hobby	For	Mgmt	For
1h.	Election of Director: Haviv Ilan	For	Mgmt	For
1i.	Election of Director: Ronald Kirk	For	Mgmt	For
1j.	Election of Director: Pamela H. Patsley	For	Mgmt	For
1k.	Election of Director: Robert E. Sanchez	For	Mgmt	For
1l.	Election of Director: Richard K. Templeton	For	Mgmt	For
2.	Board proposal to approve amendment and	For	Mgmt	For

restatement of the TI Employees 2014 Stock Purchase Plan to extend the termination date.

- | | | | |
|---------------|--|------|-----|
| 3.
Year | Board proposal regarding advisory vote on
For
the frequency of future advisory votes on
executive compensation. | Mgmt | 1 |
| 4. | Board proposal regarding advisory approval
For
of the Company's executive compensation. | Mgmt | For |
| 5. | Board proposal to ratify the appointment of
For
Ernst & Young LLP as the Company's
independent registered public accounting
firm for 2023. | Mgmt | For |
| 6.
Against | Stockholder proposal to permit a combined
For
10% of stockholders to call a special
meeting. | Shr | |
| 7.
Against | Stockholder proposal to report on due
For
diligence efforts to trace end-user misuse
of company products. | Shr | |

 THE HERSHEY COMPANY
 Agenda Number: 935793871

 Security: 427866108
 Meeting Type: Annual
 Meeting Date: 16-May-2023
 Ticker: HSY
 ISIN: US4278661081

Prop.# Proposal Proposal Vote	For/Against Management	Proposal Type
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- | | | | |
|---------------|--|------|-----|
| 1. | DIRECTOR
Pamela M. Arway | Mgmt | For |
| | For | | |
| | Michele G. Buck | Mgmt | For |
| | For | | |
| | Victor L. Crawford | Mgmt | For |
| | For | | |
| | Robert M. Dutkowsky | Mgmt | For |
| | For | | |
| | Mary Kay Haben | Mgmt | For |
| | For | | |
| | James C. Katzman | Mgmt | For |
| | For | | |
| | M. Diane Koken | Mgmt | For |
| | For | | |
| | Huong Maria T. Kraus | Mgmt | For |
| | For | | |
| | Robert M. Malcolm | Mgmt | For |
| | For | | |
| | Anthony J. Palmer | Mgmt | For |
| | For | | |
| | Juan R. Perez | Mgmt | For |
| | For | | |
| 2. | Ratify the appointment of Ernst & Young LLP
For
as independent auditors for 2023. | Mgmt | For |
| 3. | Approve named executive officer
For
compensation on a non-binding advisory
basis. | Mgmt | For |
| 4.
Year | The frequency of future advisory votes on
For
named executive officer compensation. | Mgmt | 1 |
| 5.
Against | Stockholder Proposal titled "Public Report
For
on Living Wage & Income." | Shr | |

Security: 437076102
Meeting Type: Annual
Meeting Date: 18-May-2023
Ticker: HD
ISIN: US4370761029

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director:	Gerard J. Arpey For	Mgmt	For
1b.	Election of Director:	Ari Bousbib For	Mgmt	For
1c.	Election of Director:	Jeffery H. Boyd For	Mgmt	For
1d.	Election of Director:	Gregory D. Brenneman For	Mgmt	For
1e.	Election of Director:	J. Frank Brown For	Mgmt	For
1f.	Election of Director:	Albert P. Carey For	Mgmt	For
1g.	Election of Director:	Edward P. Decker For	Mgmt	For
1h.	Election of Director:	Linda R. Gooden For	Mgmt	For
1i.	Election of Director:	Wayne M. Hewett For	Mgmt	For
1j.	Election of Director:	Manuel Kadre For	Mgmt	For
1k.	Election of Director:	Stephanie C. Linnartz For	Mgmt	For
1l.	Election of Director:	Paula Santilli For	Mgmt	For

1m.	Election of Director: Caryn Seidman-Becker For	Mgmt	For
2.	Ratification of the Appointment of KPMG LLP For	Mgmt	For
3.	Advisory Vote to Approve Executive For Compensation ("Say-on-Pay")	Mgmt	For
4. Year	Advisory Vote on the Frequency of Future For Say-on-Pay Votes	Mgmt	1
5. Against	Shareholder Proposal Regarding Amendment of For Shareholder Written Consent Right	Shr	
6. Against	Shareholder Proposal Regarding Independent For Board Chair	Shr	
7. Against	Shareholder Proposal Regarding Political For Contributions Congruency Analysis	Shr	
8. Against	Shareholder Proposal Regarding Rescission For of Racial Equity Audit Proposal Vote	Shr	
9. Against	Shareholder Proposal Regarding Senior For Management Commitment to Avoid Political Speech	Shr	

 THE SHERWIN-WILLIAMS COMPANY
 Agenda Number: 935772562

Security: 824348106
 Meeting Type: Annual
 Meeting Date: 19-Apr-2023
 Ticker: SHW
 ISIN: US8243481061

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Kerrii B. Anderson For		Mgmt	For
1b.	Election of Director: Arthur F. Anton For		Mgmt	For
1c.	Election of Director: Jeff M. Fettig For		Mgmt	For
1d.	Election of Director: John G. Morikis For		Mgmt	For
1e.	Election of Director: Christine A. Poon For		Mgmt	For
1f.	Election of Director: Aaron M. Powell For		Mgmt	For
1g.	Election of Director: Marta R. Stewart For		Mgmt	For
1h.	Election of Director: Michael H. Thaman For		Mgmt	For
1i.	Election of Director: Matthew Thornton III For		Mgmt	For
2.	Advisory approval of the compensation of For the named executives.		Mgmt	For
3. Year	Advisory approval of the frequency of the For advisory vote on the compensation of the named executives.		Mgmt	1
4.	Ratification of the appointment of Ernst & For Young LLP as our independent registered public accounting firm.		Mgmt	For

THE TORO COMPANY

Agenda Number: 935762143

Security: 891092108
Meeting Type: Annual
Meeting Date: 21-Mar-2023
Ticker: TTC
ISIN: US8910921084

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1.	DIRECTOR Jeffrey M. Ettinger	For	Mgmt	For
	Eric P. Hansotia	For	Mgmt	For
	D. Christian Koch	For	Mgmt	For
2.	Ratification of the selection of KPMG LLP as our independent registered public accounting firm for our fiscal year ending October 31, 2023.	For	Mgmt	For
3.	Approval of, on an advisory basis, our executive compensation.	For	Mgmt	For
4. Year	Approval of, on an advisory basis, the frequency of the advisory approval of our executive compensation.	For	Mgmt	1

THE WALT DISNEY COMPANY

Agenda Number: 935766595

Security: 254687106
Meeting Type: Annual
Meeting Date: 03-Apr-2023
Ticker: DIS
ISIN: US2546871060

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Mary T. Barra	For	Mgmt	For
1b.	Election of Director: Safra A. Catz	For	Mgmt	For
1c.	Election of Director: Amy L. Chang	For	Mgmt	For
1d.	Election of Director: Francis A. deSouza	For	Mgmt	For
1e.	Election of Director: Carolyn N. Everson	For	Mgmt	For
1f.	Election of Director: Michael B.G. Froman	For	Mgmt	For
1g.	Election of Director: Robert A. Iger	For	Mgmt	For
1h.	Election of Director: Maria Elena Lagomasino	For	Mgmt	For
1i.	Election of Director: Calvin R. McDonald	For	Mgmt	For
1j.	Election of Director: Mark G. Parker	For	Mgmt	For
1k.	Election of Director: Derica W. Rice	For	Mgmt	For
2.	Ratification of the appointment of		Mgmt	For

For
PricewaterhouseCoopers LLP as the Company's
independent registered public accountants
for fiscal 2023.

3.	Consideration of an advisory vote to approve executive compensation.	For Mgmt	For
4.	Consideration of an advisory vote on the frequency of advisory votes on executive compensation.	For Mgmt	1
5.	Shareholder proposal, if properly presented at the meeting, requesting a report on operations related to China.	Against For Shr	
6.	Shareholder proposal, if properly presented at the meeting, requesting charitable contributions disclosure.	Against For Shr	
7.	Shareholder proposal, if properly presented at the meeting, requesting a political expenditures report.	Against For Shr	

U.S. BANCORP
Agenda Number: 935771914

Security: 902973304
Meeting Type: Annual
Meeting Date: 18-Apr-2023
Ticker: USB
ISIN: US9029733048

Prop.# Proposal Proposal Vote	For/Against Management	Proposal Type
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1a.	Election of Director: Warner L. Baxter For	Mgmt	For
1b.	Election of Director: Dorothy J. Bridges For	Mgmt	For
1c.	Election of Director: Elizabeth L. Buse For	Mgmt	For
1d.	Election of Director: Andrew Cecere For	Mgmt	For
1e.	Election of Director: Alan B. Colberg For	Mgmt	For
1f.	Election of Director: Kimberly N. For Ellison-Taylor	Mgmt	For
1g.	Election of Director: Kimberly J. Harris For	Mgmt	For
1h.	Election of Director: Roland A. Hernandez For	Mgmt	For
1i.	Election of Director: Richard P. McKenney For	Mgmt	For
1j.	Election of Director: Yusuf I. Mehdi For	Mgmt	For
1k.	Election of Director: Loretta E. Reynolds For	Mgmt	For
1l.	Election of Director: John P. Wiehoff For	Mgmt	For
1m.	Election of Director: Scott W. Wine For	Mgmt	For
2.	An advisory vote to approve the For compensation of our executives disclosed in the proxy statement.	Mgmt	For
3. Year	An advisory vote on the frequency of future For advisory votes on executive compensation.	Mgmt	1

4.	The ratification of the selection of Ernst For & Young LLP as our independent auditor for the 2023 fiscal year.	Mgmt	For
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 UNITED PARCEL SERVICE, INC.
 Agenda Number: 935783894

Security: 911312106
 Meeting Type: Annual
 Meeting Date: 04-May-2023
 Ticker: UPS
 ISIN: US9113121068

Prop.#	Proposal	Proposal	
	For/Against	Type	
	Management		
1a.	Election of Director to serve until 2024 For annual meeting: Carol B. Tomé	Mgmt	For
1b.	Election of Director to serve until 2024 For annual meeting: Rodney C. Adkins	Mgmt	For
1c.	Election of Director to serve until 2024 For annual meeting: Eva C. Boratto	Mgmt	For
1d.	Election of Director to serve until 2024 For annual meeting: Michael J. Burns	Mgmt	For
1e.	Election of Director to serve until 2024 For annual meeting: Wayne M. Hewett	Mgmt	For
1f.	Election of Director to serve until 2024 For annual meeting: Angela Hwang	Mgmt	For

1g.	Election of Director to serve until 2024 For annual meeting: Kate E. Johnson	Mgmt	For
1h.	Election of Director to serve until 2024 For annual meeting: William R. Johnson	Mgmt	For
1i.	Election of Director to serve until 2024 For annual meeting: Franck J. Moison	Mgmt	For
1j.	Election of Director to serve until 2024 For annual meeting: Christiana Smith Shi	Mgmt	For
1k.	Election of Director to serve until 2024 For annual meeting: Russell Stokes	Mgmt	For
1l.	Election of Director to serve until 2024 For annual meeting: Kevin Warsh	Mgmt	For
2.	To approve on an advisory basis named For executive officer compensation.	Mgmt	For
3. Year	To approve on an advisory basis the For frequency of future advisory votes on named executive officer compensation.	Mgmt	1
4.	To ratify the appointment of Deloitte & For Touche LLP as UPS's independent registered public accounting firm for the year ending December 31, 2023.	Mgmt	For
5. Against	To reduce the voting power of UPS class A For stock from 10 votes per share to one vote per share.	Shr	
6. Against	To adopt independently verified For science-based greenhouse gas emissions reduction targets.	Shr	

- | | | |
|-----|---|-----|
| 7. | To prepare a report on integrating GHG
Against
For
emissions reductions targets into executive
compensation. | Shr |
| 8. | To prepare a report on addressing the
Against
For
impact of UPS's climate change strategy on
relevant stakeholders consistent with the
"Just Transition" guidelines. | Shr |
| 9. | To prepare a report on risks or costs
Against
For
caused by state policies restricting
reproductive rights. | Shr |
| 10. | To prepare a report on the impact of UPS's
Against
For
DE&I policies on civil rights,
non-discrimination and returns to merit,
and the company's business. | Shr |
| 11. | To prepare an annual report on the
Against
For
effectiveness of UPS's diversity, equity
and inclusion efforts. | Shr |

 UNITEDHEALTH GROUP INCORPORATED
 Agenda Number: 935835237

Security: 91324P102
 Meeting Type: Annual
 Meeting Date: 05-Jun-2023
 Ticker: UNH
 ISIN: US91324P1021

Prop.# Proposal	For/Against	Proposal
Proposal Vote	Management	Type
1a.	Election of Director: Timothy Flynn	Mgmt For

	For		
1b.	Election of Director: Paul Garcia For	Mgmt	For
1c.	Election of Director: Kristen Gil For	Mgmt	For
1d.	Election of Director: Stephen Hemsley For	Mgmt	For
1e.	Election of Director: Michele Hooper For	Mgmt	For
1f.	Election of Director: F. William McNabb III For	Mgmt	For
1g.	Election of Director: Valerie Montgomery For Rice, M.D.	Mgmt	For
1h.	Election of Director: John Noseworthy, M.D. For	Mgmt	For
1i.	Election of Director: Andrew Witty For	Mgmt	For
2.	Advisory approval of the Company's For executive compensation.	Mgmt	For
3. Year	Advisory approval of the frequency of For holding future say-on-pay votes.	Mgmt	1
4.	Ratification of the appointment of Deloitte For & Touche LLP as the independent registered public accounting firm for the Company for the year ending December 31, 2023.	Mgmt	For
5. Against	If properly presented at the 2023 Annual For Meeting of Shareholders, the shareholder proposal seeking a third-party racial equity audit.	Shr	
6. Against	If properly presented at the 2023 Annual For Meeting of Shareholders, the shareholder	Shr	

proposal requiring a political contributions congruency report.

7. If properly presented at the 2023 Annual Meeting of Shareholders, the shareholder proposal seeking shareholder ratification of termination pay. Shr

Against For

VISA INC.

Agenda Number: 935745779

Security: 92826C839
Meeting Type: Annual
Meeting Date: 24-Jan-2023
Ticker: V
ISIN: US92826C8394

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Lloyd A. Carney	For	Mgmt	For
1b.	Election of Director: Kermit R. Crawford	For	Mgmt	For
1c.	Election of Director: Francisco Javier Fernández-Carbajal	For	Mgmt	For
1d.	Election of Director: Alfred F. Kelly, Jr.	For	Mgmt	For
1e.	Election of Director: Ramon Laguarda	For	Mgmt	For
1f.	Election of Director: Teri L. List	For	Mgmt	For

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|---------------|---|------|-----|
| 1g. | Election of Director: John F. Lundgren
For | Mgmt | For |
| 1h. | Election of Director: Denise M. Morrison
For | Mgmt | For |
| 1i. | Election of Director: Linda J. Rendle
For | Mgmt | For |
| 1j. | Election of Director: Maynard G. Webb, Jr.
For | Mgmt | For |
| 2. | To approve, on an advisory basis, the
For
compensation paid to our named executive
officers. | Mgmt | For |
| 3.
Year | To hold an advisory vote on the frequency
For
of future advisory votes to approve
executive compensation. | Mgmt | 1 |
| 4. | To ratify the appointment of KPMG LLP as
For
our independent registered public
accounting firm for fiscal year 2023. | Mgmt | For |
| 5.
Against | To vote on a stockholder proposal
For
requesting an independent board chair
policy. | Shr | |

WELLS FARGO & COMPANY
Agenda Number: 935776774

Security: 949746101
Meeting Type: Annual
Meeting Date: 25-Apr-2023
Ticker: WFC
ISIN: US9497461015

Prop.# Proposal

Proposal

Proposal	Vote	For/Against	Type	
		Management		
1a.	Election of Director:	Steven D. Black For	Mgmt	For
1b.	Election of Director:	Mark A. Chancy For	Mgmt	For
1c.	Election of Director:	Celeste A. Clark For	Mgmt	For
1d.	Election of Director:	Theodore F. Craver, For Jr.	Mgmt	For
1e.	Election of Director:	Richard K. Davis For	Mgmt	For
1f.	Election of Director:	Wayne M. Hewett For	Mgmt	For
1g.	Election of Director:	CeCelia ("CeCe") G. For Morken	Mgmt	For
1h.	Election of Director:	Maria R. Morris For	Mgmt	For
1i.	Election of Director:	Felicia F. Norwood For	Mgmt	For
1j.	Election of Director:	Richard B. Payne, Jr. For	Mgmt	For
1k.	Election of Director:	Ronald L. Sargent For	Mgmt	For
1l.	Election of Director:	Charles W. Scharf For	Mgmt	For
1m.	Election of Director:	Suzanne M. Vautrinot For	Mgmt	For
2.	Advisory resolution to approve executive For compensation (Say on Pay).		Mgmt	For
3.	Advisory resolution on the frequency of		Mgmt	1

Year	For		
	future advisory votes to approve executive compensation (Say on Frequency).		
4.	Ratify the appointment of KPMG LLP as the For Company's independent registered public accounting firm for 2023.	Mgmt	For
5.	Shareholder Proposal - Adopt Simple Against Majority Vote.	For	Shr
6.	Shareholder Proposal - Report on Congruency Against of Political Spending.	For	Shr
7.	Shareholder Proposal - Climate Lobbying Against Report.	For	Shr
8.	Shareholder Proposal - Climate Transition Against Report.	For	Shr
9.	Shareholder Proposal - Fossil Fuel Lending Against Policy.	For	Shr
10.	Shareholder Proposal - Annual Report on Against Prevention of Workplace Harassment and Discrimination.	For	Shr
11.	Shareholder Proposal - Policy on Freedom of Against Association and Collective Bargaining.	For	Shr

XCEL ENERGY INC.

Agenda Number: 935814651

Security: 98389B100
Meeting Type: Annual
Meeting Date: 24-May-2023

Ticker: XEL
ISIN: US98389B1008

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Megan Burkhart	For	Mgmt	For
1b.	Election of Director: Lynn Casey	For	Mgmt	For
1c.	Election of Director: Bob Frenzel	For	Mgmt	For
1d.	Election of Director: Netha Johnson	For	Mgmt	For
1e.	Election of Director: Patricia Kampling	For	Mgmt	For
1f.	Election of Director: George Kehl	For	Mgmt	For
1g.	Election of Director: Richard O'Brien	For	Mgmt	For
1h.	Election of Director: Charles Pardee	For	Mgmt	For
1i.	Election of Director: Christopher Policinski	For	Mgmt	For
1j.	Election of Director: James Prokopanko	For	Mgmt	For
1k.	Election of Director: Kim Williams	For	Mgmt	For
1l.	Election of Director: Daniel Yohannes	For	Mgmt	For
2.	Approval of Xcel Energy Inc.'s executive compensation in an advisory vote (say on	For	Mgmt	For

pay vote)

- | | | | |
|----|---|------|-----|
| 3. | Approval of the frequency of say on pay
Year For votes | Mgmt | 1 |
| 4. | Ratification of the appointment of Deloitte
For
& Touche LLP as Xcel Energy Inc.'s
independent registered public accounting
firm for 2023 | Mgmt | For |

Mairs & Power Growth Fund

3M COMPANY

Agenda Number: 935791550

Security: 88579Y101
Meeting Type: Annual
Meeting Date: 09-May-2023
Ticker: MMM
ISIN: US88579Y1010

- | Prop.# | Proposal | For/Against | Proposal | |
|----------|---|-------------|----------|-----|
| Proposal | Vote | Management | Type | |
| 1a. | Election of Director for a term of one
For
year: Thomas "Tony" K. Brown | | Mgmt | For |
| 1b. | Election of Director for a term of one
For
year: Anne H. Chow | | Mgmt | For |
| 1c. | Election of Director for a term of one
For
year: David B. Dillon | | Mgmt | For |
| 1d. | Election of Director for a term of one
For
year: Michael L. Eskew | | Mgmt | For |

- | | | | |
|------------|--|------|-----|
| 1e. | Election of Director for a term of one
For
year: James R. Fitterling | Mgmt | For |
| 1f. | Election of Director for a term of one
For
year: Amy E. Hood | Mgmt | For |
| 1g. | Election of Director for a term of one
For
year: Suzan Kereere | Mgmt | For |
| 1h. | Election of Director for a term of one
For
year: Gregory R. Page | Mgmt | For |
| 1i. | Election of Director for a term of one
For
year: Pedro J. Pizarro | Mgmt | For |
| 1j. | Election of Director for a term of one
For
year: Michael F. Roman | Mgmt | For |
| 2. | To ratify the appointment of
For
PricewaterhouseCoopers LLP as 3M's
independent registered public accounting
firm. | Mgmt | For |
| 3. | Advisory approval of executive
For
compensation. | Mgmt | For |
| 4.
Year | Advisory approval on the frequency of
For
advisory votes on executive compensation. | Mgmt | 1 |

 ABBOTT LABORATORIES
 Agenda Number: 935777865

Security: 002824100
 Meeting Type: Annual
 Meeting Date: 28-Apr-2023

Ticker: ABT
ISIN: US0028241000

Prop.#	Proposal	For/Against	Proposal	
Proposal		Management	Type	
1a.	Election of Director: R. J. Alpern	For	Mgmt	For
1b.	Election of Director: C. Babineaux-Fontenot	For	Mgmt	For
1c.	Election of Director: S. E. Blount	For	Mgmt	For
1d.	Election of Director: R. B. Ford	For	Mgmt	For
1e.	Election of Director: P. Gonzalez	For	Mgmt	For
1f.	Election of Director: M. A. Kumbier	For	Mgmt	For
1g.	Election of Director: D. W. McDew	For	Mgmt	For
1h.	Election of Director: N. McKinstry	For	Mgmt	For
1i.	Election of Director: M. G. O'Grady	For	Mgmt	For
1j.	Election of Director: M. F. Roman	For	Mgmt	For
1k.	Election of Director: D. J. Starks	For	Mgmt	For
1l.	Election of Director: J. G. Stratton	For	Mgmt	For
2.	Ratification of Ernst & Young LLP As Auditors	For	Mgmt	For

3.	Say on Pay - An Advisory Vote on the For Approval of Executive Compensation	Mgmt	For
4.	Say When on Pay - An Advisory Vote on the For Approval of the Frequency of Shareholder Votes on Executive Compensation	Mgmt	1
5.	Shareholder Proposal - Special Shareholder Against For Meeting Threshold	Shr	
6.	Shareholder Proposal - Independent Board Against For Chairman	Shr	
7.	Shareholder Proposal - Lobbying Disclosure Against For	Shr	
8.	Shareholder Proposal - Incentive Against For Compensation	Shr	

 ALLIANT ENERGY CORPORATION
 Agenda Number: 935814942

Security: 018802108
 Meeting Type: Annual
 Meeting Date: 23-May-2023
 Ticker: LNT
 ISIN: US0188021085

Prop.#	Proposal	For/Against	Proposal
Proposal Vote			Type
		Management	
1a.	Election of Director for term ending in For 2024: Stephanie L. Cox		Mgmt For

1b.	Election of Director for term ending in For 2026: Patrick E. Allen	Mgmt	For
1c.	Election of Director for term ending in For 2026: Michael D. Garcia	Mgmt	For
1d.	Election of Director for term ending in For 2026: Susan D. Whiting	Mgmt	For
2.	Advisory vote to approve the compensation For of our named executive officers.	Mgmt	For
3. Year	Advisory vote on the frequency of advisory For vote to approve the compensation of our named executive officers.	Mgmt	1
4.	Ratification of the appointment of Deloitte For & Touche LLP as the Company's independent registered public accounting firm for 2023.	Mgmt	For

 AMAZON.COM, INC.
 Agenda Number: 935825452

Security: 023135106
 Meeting Type: Annual
 Meeting Date: 24-May-2023
 Ticker: AMZN
 ISIN: US0231351067

Prop.#	Proposal		Proposal
Proposal Vote		For/Against	Type
		Management	
1a.	Election of Director: Jeffrey P. Bezos For		Mgmt For

1b.	Election of Director: Andrew R. Jassy For	Mgmt	For
1c.	Election of Director: Keith B. Alexander For	Mgmt	For
1d.	Election of Director: Edith W. Cooper For	Mgmt	For
1e.	Election of Director: Jamie S. Gorelick For	Mgmt	For
1f.	Election of Director: Daniel P. For Huttenlocher	Mgmt	For
1g.	Election of Director: Judith A. McGrath For	Mgmt	For
1h.	Election of Director: Indra K. Nooyi For	Mgmt	For
1i.	Election of Director: Jonathan J. For Rubinstein	Mgmt	For
1j.	Election of Director: Patricia Q. For Stonesifer	Mgmt	For
1k.	Election of Director: Wendell P. Weeks For	Mgmt	For
2.	RATIFICATION OF THE APPOINTMENT OF ERNST & For YOUNG LLP AS INDEPENDENT AUDITORS	Mgmt	For
3.	ADVISORY VOTE TO APPROVE EXECUTIVE For COMPENSATION	Mgmt	For
4. Year	ADVISORY VOTE ON THE FREQUENCY OF FUTURE For ADVISORY VOTES ON EXECUTIVE COMPENSATION	Mgmt	1
5.	REAPPROVAL OF OUR 1997 STOCK INCENTIVE For PLAN, AS AMENDED AND RESTATED, FOR PURPOSES OF FRENCH TAX LAW	Mgmt	For

6.	SHAREHOLDER PROPOSAL REQUESTING A REPORT ON Against For RETIREMENT PLAN OPTIONS	Shr
7.	SHAREHOLDER PROPOSAL REQUESTING A REPORT ON Against For CUSTOMER DUE DILIGENCE	Shr
8.	SHAREHOLDER PROPOSAL REQUESTING REPORTING Against For ON CONTENT AND PRODUCT REMOVAL/RESTRICTIONS	Shr
9.	SHAREHOLDER PROPOSAL REQUESTING A REPORT ON Against For CONTENT REMOVAL REQUESTS	Shr
10.	SHAREHOLDER PROPOSAL REQUESTING ADDITIONAL Against For REPORTING ON STAKEHOLDER IMPACTS	Shr
11.	SHAREHOLDER PROPOSAL REQUESTING ALTERNATIVE Against For TAX REPORTING	Shr
12.	SHAREHOLDER PROPOSAL REQUESTING ADDITIONAL Against For REPORTING ON CLIMATE LOBBYING	Shr
13.	SHAREHOLDER PROPOSAL REQUESTING ADDITIONAL Against For REPORTING ON GENDER/RACIAL PAY	Shr
14.	SHAREHOLDER PROPOSAL REQUESTING AN ANALYSIS Against For OF COSTS ASSOCIATED WITH DIVERSITY, EQUITY, AND INCLUSION PROGRAMS	Shr
15.	SHAREHOLDER PROPOSAL REQUESTING AN Against For AMENDMENT TO OUR BYLAWS TO REQUIRE SHAREHOLDER APPROVAL FOR CERTAIN FUTURE AMENDMENTS	Shr
16.	SHAREHOLDER PROPOSAL REQUESTING ADDITIONAL Against For REPORTING ON FREEDOM OF ASSOCIATION	Shr
17.	SHAREHOLDER PROPOSAL REQUESTING A NEW Against For	Shr

POLICY REGARDING OUR EXECUTIVE COMPENSATION
PROCESS

- | | | |
|-----|--|-----|
| 18. | SHAREHOLDER PROPOSAL REQUESTING ADDITIONAL
Against For
REPORTING ON ANIMAL WELFARE STANDARDS | Shr |
| 19. | SHAREHOLDER PROPOSAL REQUESTING AN
Against For
ADDITIONAL BOARD COMMITTEE | Shr |
| 20. | SHAREHOLDER PROPOSAL REQUESTING AN
Against For
ALTERNATIVE DIRECTOR CANDIDATE POLICY | Shr |
| 21. | SHAREHOLDER PROPOSAL REQUESTING A REPORT ON
Against For
WAREHOUSE WORKING CONDITIONS | Shr |
| 22. | SHAREHOLDER PROPOSAL REQUESTING A REPORT ON
Against For
PACKAGING MATERIALS | Shr |
| 23. | SHAREHOLDER PROPOSAL REQUESTING A REPORT ON
Against For
CUSTOMER USE OF CERTAIN TECHNOLOGIES | Shr |

BIO-TECHNE CORP

Agenda Number: 935709824

Security: 09073M104
Meeting Type: Annual
Meeting Date: 27-Oct-2022
Ticker: TECH
ISIN: US09073M1045

Prop.# Proposal	For/Against	Proposal
Proposal Vote	Management	Type
1.	To set the number of Directors at nine.	Mgmt For

For

- | | | | |
|-----|--|------|-----|
| 2a. | Election of Director: Robert V. Baumgartner
For | Mgmt | For |
| 2b. | Election of Director: Julie L. Bushman
For | Mgmt | For |
| 2c. | Election of Director: John L. Higgins
For | Mgmt | For |
| 2d. | Election of Director: Joseph D. Keegan
For | Mgmt | For |
| 2e. | Election of Director: Charles R. Kummeth
For | Mgmt | For |
| 2f. | Election of Director: Roeland Nusse
For | Mgmt | For |
| 2g. | Election of Director: Alpa Seth
For | Mgmt | For |
| 2h. | Election of Director: Randolph Steer
For | Mgmt | For |
| 2i. | Election of Director: Rupert Vessey
For | Mgmt | For |
| 3. | Cast a non-binding vote on named executive
For
officer compensation. | Mgmt | For |
| 4. | Approve an amendment to the Company's
For
Articles of Incorporation to increase the
number of authorized shares of common stock
to effect a proposed 4-for-1 stock split in
the form of a stock dividend. | Mgmt | For |
| 5. | Ratify the appointment of the Company's
For
independent registered public accounting
firm for the 2023 fiscal year. | Mgmt | For |

C.H. ROBINSON WORLDWIDE, INC.
Agenda Number: 935781573

Security: 12541W209
Meeting Type: Annual
Meeting Date: 04-May-2023
Ticker: CHRW
ISIN: US12541W2098

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director:	Scott P. Anderson For	Mgmt	For
1b.	Election of Director:	James J. Barber, Jr. For	Mgmt	For
1c.	Election of Director:	Kermit R. Crawford For	Mgmt	For
1d.	Election of Director:	Timothy C. Gokey For	Mgmt	For
1e.	Election of Director:	Mark A. Goodburn For	Mgmt	For
1f.	Election of Director:	Mary J. Steele For Guilfoile	Mgmt	For
1g.	Election of Director:	Jodee A. Kozlak For	Mgmt	For
1h.	Election of Director:	Henry J. Maier For	Mgmt	For
1i.	Election of Director:	James B. Stake For	Mgmt	For
1j.	Election of Director:	Paula C. Tolliver For	Mgmt	For
1k.	Election of Director:	Henry W. "Jay" For	Mgmt	For

Winship

- | | | | |
|------------|---|------|-----|
| 2. | To approve, on an advisory basis, the
For
compensation of our named executive
officers. | Mgmt | For |
| 3.
Year | To hold an advisory vote on the frequency
For
of future advisory votes on the
compensation of named executive officers. | Mgmt | 1 |
| 4. | Ratification of the selection of Deloitte &
For
Touche LLP as the company's independent
registered public accounting firm for the
fiscal year ending December 31, 2023. | Mgmt | For |

DIGI INTERNATIONAL INC.

Agenda Number: 935749614

Security: 253798102
Meeting Type: Annual
Meeting Date: 27-Jan-2023
Ticker: DGII
ISIN: US2537981027

- | Prop.# | Proposal | Proposal | |
|---------------|---|----------|-----|
| Proposal Vote | For/Against | Type | |
| | Management | | |
| 1a. | Election of Director: Satbir Khanuja, Ph.D.
For | Mgmt | For |
| 1b. | Election of Director: Ronald E. Konezny
For | Mgmt | For |
| 2. | Company proposal to approve, on a
For
non-binding advisory basis, the
compensation paid to named executive | Mgmt | For |

officers.

- | | | | |
|----|---|------|-----|
| 3. | Company proposal to ratify the appointment
For
of Deloitte & Touche LLP as independent
registered public accounting firm of the
company for the fiscal year ending
September 30, 2023. | Mgmt | For |
| 4. | Company proposal to approve the amendment
For
and restatement of the Digi International
Inc. 2021 Omnibus Incentive Plan. | Mgmt | For |

DONALDSON COMPANY, INC.

Agenda Number: 935716247

Security: 257651109
Meeting Type: Annual
Meeting Date: 18-Nov-2022
Ticker: DCI
ISIN: US2576511099

- | Prop.# | Proposal | For/Against | Proposal |
|----------|--|-------------|----------|
| Proposal | Vote | Management | Type |
| 1. | DIRECTOR
Douglas A. Milroy | For | Mgmt For |
| | Willard D. Oberton | For | Mgmt For |
| | Richard M. Olson | For | Mgmt For |
| | Jacinth C. Smiley | For | Mgmt For |
| 2. | A non-binding advisory vote on the
For
compensation of our Named Executive
Officers | | Mgmt For |

3.	Ratification of the appointment of For PricewaterhouseCoopers LLP as Donaldson Company, Inc.'s independent registered public accounting firm for the fiscal year ending July 31, 2023.	Mgmt	For
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 ECOLAB INC.

Agenda Number: 935783298

Security: 278865100
 Meeting Type: Annual
 Meeting Date: 04-May-2023
 Ticker: ECL
 ISIN: US2788651006

Prop.#	Proposal		Proposal
Proposal	Vote	For/Against	Type
		Management	
1a.	Election of Director: Shari L. Ballard For		Mgmt For
1b.	Election of Director: Barbara J. Beck For		Mgmt For
1c.	Election of Director: Christophe Beck For		Mgmt For
1d.	Election of Director: Jeffrey M. Ettinger For		Mgmt For
1e.	Election of Director: Eric M. Green For		Mgmt For
1f.	Election of Director: Arthur J. Higgins For		Mgmt For
1g.	Election of Director: Michael Larson For		Mgmt For

1h.	Election of Director: David W. MacLennan For	Mgmt	For
1i.	Election of Director: Tracy B. McKibben For	Mgmt	For
1j.	Election of Director: Lionel L. Nowell III For	Mgmt	For
1k.	Election of Director: Victoria J. Reich For	Mgmt	For
1l.	Election of Director: Suzanne M. Vautrinot For	Mgmt	For
1m.	Election of Director: John J. Zillmer For	Mgmt	For
2.	Ratify the appointment of For PricewaterhouseCoopers LLP as Ecolab's independent registered public accounting firm for the current year ending December 31, 2023.	Mgmt	For
3.	Approve the Ecolab Inc. 2023 Stock For Incentive Plan.	Mgmt	For
4.	Approve an Amendment to the Ecolab Inc. For Stock Purchase Plan.	Mgmt	For
5.	Approve, on an advisory basis, the For compensation of our named executive officers disclosed in the Proxy Statement.	Mgmt	For
6. Year	Vote, on an advisory basis, on the For frequency of future stockholder advisory votes to approve named executive officer compensation.	Mgmt	1
7. Against	Vote on a stockholder proposal regarding an For independent board chair policy, if properly presented.	Shr	

ELI LILLY AND COMPANY

Agenda Number: 935784769

Security: 532457108
Meeting Type: Annual
Meeting Date: 01-May-2023
Ticker: LLY
ISIN: US5324571083

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director to serve a three-year term: William G. Kaelin, Jr.	For	Mgmt	For
1b.	Election of Director to serve a three-year term: David A. Ricks	For	Mgmt	For
1c.	Election of Director to serve a three-year term: Marschall S. Runge	For	Mgmt	For
1d.	Election of Director to serve a three-year term: Karen Walker	For	Mgmt	For
2.	Approval, on an advisory basis, of the compensation paid to the company's named executive officers.	For	Mgmt	For
3. Year	Advisory vote on frequency of future advisory votes on named executive officer compensation.	For	Mgmt	1
4.	Ratification of the appointment of Ernst &	For	Mgmt	For

Young LLP as the independent auditor for 2023.

- | | | | |
|-----|---|------|-----|
| 5. | Approval of amendments to the company's
For
Articles of Incorporation to eliminate the
classified board structure. | Mgmt | For |
| 6. | Approval of amendments to the company's
For
Articles of Incorporation to eliminate
supermajority voting provisions. | Mgmt | For |
| 7. | Shareholder proposal to publish an annual
Against For
report disclosing lobbying activities. | Shr | |
| 8. | Shareholder proposal to eliminate
Against For
supermajority voting requirements. | Shr | |
| 9. | Shareholder proposal to establish and
Against For
report on a process by which the impact of
extended patent exclusivities on product
access would be considered in deciding
whether to apply for secondary and tertiary
patents. | Shr | |
| 10. | Shareholder proposal to report on risks of
Against For
supporting abortion. | Shr | |
| 11. | Shareholder proposal to disclose lobbying
Against For
activities and alignment with public policy
positions and statements. | Shr | |
| 12. | Shareholder proposal to report on
Against For
effectiveness of the company's diversity,
equity, and inclusion efforts. | Shr | |
| 13. | Shareholder proposal to adopt a policy to
Against For
require certain third-party organizations
to annually report expenditures for
political activities before Lilly
contributes to an organization. | Shr | |

ENTEGRIS, INC.

Agenda Number: 935800018

Security: 29362U104
Meeting Type: Annual
Meeting Date: 26-Apr-2023
Ticker: ENTG
ISIN: US29362U1043

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: James R. Anderson	For	Mgmt	For
1b.	Election of Director: Rodney Clark	For	Mgmt	For
1c.	Election of Director: James F. Gentilcore	For	Mgmt	For
1d.	Election of Director: Yvette Kanouff	For	Mgmt	For
1e.	Election of Director: James P. Lederer	For	Mgmt	For
1f.	Election of Director: Bertrand Loy	For	Mgmt	For
1g.	Election of Director: Azita Saleki-Gerhardt	For	Mgmt	For
2.	Approval, by non-binding vote, of the For compensation paid to Entegris, Inc.'s named executive officers (advisory vote).		Mgmt	For
3. Year	Frequency of future advisory votes on For		Mgmt	1

Executive compensation (advisory vote).

- | | | | |
|----|---|------|-----|
| 4. | Ratify the appointment of KPMG LLP as
For
Entegris, Inc.'s Independent Registered
Public Accounting Firm for 2023. | Mgmt | For |
|----|---|------|-----|

FASTENAL COMPANY

Agenda Number: 935770669

Security: 311900104
Meeting Type: Annual
Meeting Date: 22-Apr-2023
Ticker: FAST
ISIN: US3119001044

Prop.#	Proposal	Proposal	
Proposal	Vote	Type	
	For/Against		
	Management		
1a.	Election of Director: Scott A. Satterlee For	Mgmt	For
1b.	Election of Director: Michael J. Ancius For	Mgmt	For
1c.	Election of Director: Stephen L. Eastman For	Mgmt	For
1d.	Election of Director: Daniel L. Florness For	Mgmt	For
1e.	Election of Director: Rita J. Heise For	Mgmt	For
1f.	Election of Director: Hsenghung Sam Hsu For	Mgmt	For
1g.	Election of Director: Daniel L. Johnson For	Mgmt	For

1h.	Election of Director: Nicholas J. Lundquist For	Mgmt	For
1i.	Election of Director: Sarah N. Nielsen For	Mgmt	For
1j.	Election of Director: Reyne K. Wisecup For	Mgmt	For
2.	Ratification of the appointment of KPMG LLP For as independent registered public accounting firm for the 2023 fiscal year.	Mgmt	For
3.	Approval, by non-binding vote, of executive For compensation.	Mgmt	For
4. Year	Approval, by non-binding vote, of the For frequency of future executive compensation votes.	Mgmt	1

 FISERV, INC.

Agenda Number: 935806096

 Security: 337738108
 Meeting Type: Annual
 Meeting Date: 17-May-2023
 Ticker: FISV
 ISIN: US3377381088

Prop.#	Proposal	For/Against	Proposal
Proposal	Vote	Management	Type
1.	DIRECTOR		
	Frank J. Bisignano	For	Mgmt For
	Henrique de Castro	For	Mgmt For

	Harry F. DiSimone		Mgmt	For
	For			
	Dylan G. Haggart		Mgmt	For
	For			
	Wafaa Mamilli		Mgmt	For
	For			
	Heidi G. Miller		Mgmt	For
	For			
	Doyle R. Simons		Mgmt	For
	For			
	Kevin M. Warren		Mgmt	For
	For			
2.	To approve, on an advisory basis, the		Mgmt	For
	For			
	compensation of the named executive			
	officers of Fiserv, Inc.			
3.	Advisory vote on the frequency of advisory		Mgmt	1
Year	For			
	votes on the compensation of the named			
	executive officers of Fiserv, Inc.			
4.	To ratify the appointment of Deloitte &		Mgmt	For
	For			
	Touche LLP as the independent registered			
	public accounting firm of Fiserv, Inc. for			
	2023.			
5.	Shareholder proposal requesting an		Shr	
Against	For			
	independent board chair policy.			

 GENERAC HOLDINGS INC.
 Agenda Number: 935846418

Security: 368736104
 Meeting Type: Annual
 Meeting Date: 15-Jun-2023
 Ticker: GNRC
 ISIN: US3687361044

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1.1	Election of Class II Director: Marcia J. Avedon	For	Mgmt	For
1.2	Election of Class II Director: Bennett J. Morgan	For	Mgmt	For
1.3	Election of Class II Director: Dominick P. Zarcone	For	Mgmt	For
2.	Proposal to ratify the selection of Deloitte & Touche LLP as our independent registered public accounting firm for the year ended December 31, 2023.	For	Mgmt	For
3.	Advisory vote on the non-binding "say-on-pay" resolution to approve the compensation of our executive officers.	For	Mgmt	For
4. Year	Advisory vote on the non-binding resolution regarding the frequency of our advisory votes on executive compensation.	For	Mgmt	1

 GENTHERM INCORPORATED
 Agenda Number: 935793756

Security: 37253A103
 Meeting Type: Annual
 Meeting Date: 18-May-2023
 Ticker: THRM
 ISIN: US37253A1034

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1.	DIRECTOR Sophie Desormière	For	Mgmt	For
	Phillip M. Eyler	For	Mgmt	For
	David Heinzmann	For	Mgmt	For
	Ronald Hundzinski	For	Mgmt	For
	Charles Kummeth	For	Mgmt	For
	Betsy Meter	For	Mgmt	For
	Byron Shaw II	For	Mgmt	For
	John Stacey	For	Mgmt	For
2.	Ratification of the appointment of Ernst & Young LLP as the Company's independent registered public accounting firm for the year ending December 31, 2023.	For	Mgmt	For
3.	Approval (on an advisory basis) of the compensation of the Company's named executive officers for the year ended December 31, 2022.	For	Mgmt	For
4. Year	Approval (on an advisory basis) of the frequency of an advisory vote on the compensation of the Company's named executive officers.	For	Mgmt	1
5.	Approval of the Gentherm Incorporated 2023 Equity Incentive Plan.	For	Mgmt	For

GRACO INC.

Agenda Number: 935780660

Security: 384109104
Meeting Type: Annual
Meeting Date: 28-Apr-2023
Ticker: GGG
ISIN: US3841091040

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Lee R. Mitau For		Mgmt	For
1b.	Election of Director: Martha A. Morfitt For		Mgmt	For
1c.	Election of Director: Mark W. Sheahan For		Mgmt	For
1d.	Election of Director: Kevin J. Wheeler For		Mgmt	For
2.	Ratification of appointment of Deloitte & For Touche LLP as the Company's independent registered accounting firm.		Mgmt	For
3.	Approval, on an advisory basis, of the For compensation paid to our named executive officers as disclosed in the Proxy Statement.		Mgmt	For
4. Year	Approval, on an advisory basis, of the For frequency of the advisory vote on the compensation paid to our named executive officers.		Mgmt	1

H.B. FULLER COMPANY
Agenda Number: 935767080

Security: 359694106
Meeting Type: Annual
Meeting Date: 06-Apr-2023
Ticker: FUL
ISIN: US3596941068

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1.	DIRECTOR Daniel L. Florness Lee R. Mitau Teresa J. Rasmussen	For For For	Mgmt Mgmt Mgmt	For For For
2.	The ratification of the appointment of Ernst & Young LLP as H.B. Fuller's independent registered public accounting firm for the fiscal year ending December 2, 2023.	For	Mgmt	For
3.	A non-binding advisory vote to approve the compensation of our named executive officers as disclosed in the Proxy Statement.	For	Mgmt	For
4. Year	A non-binding advisory vote on the frequency of an advisory vote on executive compensation of our named executive officers as disclosed in the Proxy Statement.	For	Mgmt	1
5.	Approval of the Second Amendment and Restatement of the H.B. Fuller Company 2020 Master Incentive Plan to increase shares	For	Mgmt	For

and adopt certain other amendments.

HONEYWELL INTERNATIONAL INC.
Agenda Number: 935801200

Security: 438516106
Meeting Type: Annual
Meeting Date: 19-May-2023
Ticker: HON
ISIN: US4385161066

Prop.#	Proposal	For/Against	Proposal	
Proposal		Management	Type	
1A.	Election of Director: Darius Adamczyk	For	Mgmt	For
1B.	Election of Director: Duncan B. Angove	For	Mgmt	For
1C.	Election of Director: William S. Ayer	For	Mgmt	For
1D.	Election of Director: Kevin Burke	For	Mgmt	For
1E.	Election of Director: D. Scott Davis	For	Mgmt	For
1F.	Election of Director: Deborah Flint	For	Mgmt	For
1G.	Election of Director: Vimal Kapur	For	Mgmt	For
1H.	Election of Director: Rose Lee	For	Mgmt	For
1I.	Election of Director: Grace D. Lieblein	For	Mgmt	For

1J.	Election of Director: Robin L. Washington For	Mgmt	For
1K.	Election of Director: Robin Watson For	Mgmt	For
2. Year	Advisory Vote to Approve Frequency of For Advisory Vote on Executive Compensation.	Mgmt	1
3.	Advisory Vote to Approve Executive For Compensation.	Mgmt	For
4.	Approval of Independent Accountants. For	Mgmt	For
5. Against	Shareowner Proposal - Independent Board For Chairman.	Shr	
6. Against	Shareowner Proposal - Environmental and For Health Impact Report.	Shr	

 HORMEL FOODS CORPORATION
 Agenda Number: 935750124

Security: 440452100
 Meeting Type: Annual
 Meeting Date: 31-Jan-2023
 Ticker: HRL
 ISIN: US4404521001

Prop.#	Proposal		Proposal
Proposal Vote		For/Against	Type
		Management	
1a.	Election of Director: Prama Bhatt For	Mgmt	For

1b.	Election of Director: Gary C. Bhojwani For	Mgmt	For
1c.	Election of Director: Stephen M. Lacy For	Mgmt	For
1d.	Election of Director: Elsa A. Murano, Ph.D. For	Mgmt	For
1e.	Election of Director: Susan K. Nestegard For	Mgmt	For
1f.	Election of Director: William A. Newlands For	Mgmt	For
1g.	Election of Director: Christopher J. For Policinski	Mgmt	For
1h.	Election of Director: Jose Luis Prado For	Mgmt	For
1i.	Election of Director: Sally J. Smith For	Mgmt	For
1j.	Election of Director: James P. Snee For	Mgmt	For
1k.	Election of Director: Steven A. White For	Mgmt	For
2.	Ratify the appointment by the Audit For Committee of the Board of Directors of Ernst & Young LLP as independent registered public accounting firm for the fiscal year ending October 29, 2023.	Mgmt	For
3.	Approve the Named Executive Officer For compensation as disclosed in the Company's 2023 annual meeting proxy statement.	Mgmt	For
4. Year	Advisory vote on the frequency of advisory For votes to approve Named Executive Officer compensation.	Mgmt	1
5.	Stockholder proposal requesting the Company	Shr	

JAMF HOLDING CORP

Agenda Number: 935814738

Security: 47074L105
Meeting Type: Annual
Meeting Date: 23-May-2023
Ticker: JAMF
ISIN: US47074L1052

Prop.#	Proposal	For/Against	Proposal	
	Proposal		Type	
		Management		
1.	DIRECTOR			
	Andre Durand		Mgmt	For
		For		
	Kevin Klausmeyer		Mgmt	For
		For		
	Vina Leite		Mgmt	For
		For		
2.	To approve, by an advisory vote, Jamf		Mgmt	For
	For			
	Holding Corp.'s executive compensation			
	(i.e., "say-on-pay" proposal).			
3.	To ratify the appointment of Ernst & Young		Mgmt	For
	For			
	LLP as Jamf's independent registered public			
	accounting firm for the year ending			
	December 31, 2023.			

JOHNSON & JOHNSON

Agenda Number: 935776813

Security: 478160104
Meeting Type: Annual

Meeting Date: 27-Apr-2023
Ticker: JNJ
ISIN: US4781601046

Prop.#	Proposal	For/Against	Proposal	
Proposal		Management	Type	
1a.	Election of Director: Darius Adamczyk	For	Mgmt	For
1b.	Election of Director: Mary C. Beckerle	For	Mgmt	For
1c.	Election of Director: D. Scott Davis	For	Mgmt	For
1d.	Election of Director: Jennifer A. Doudna	For	Mgmt	For
1e.	Election of Director: Joaquin Duato	For	Mgmt	For
1f.	Election of Director: Marillyn A. Hewson	For	Mgmt	For
1g.	Election of Director: Paula A. Johnson	For	Mgmt	For
1h.	Election of Director: Hubert Joly	For	Mgmt	For
1I.	Election of Director: Mark B. McClellan	For	Mgmt	For
1j.	Election of Director: Anne M. Mulcahy	For	Mgmt	For
1k.	Election of Director: Mark A. Weinberger	For	Mgmt	For
1l.	Election of Director: Nadja Y. West	For	Mgmt	For
2.	Advisory Vote to Approve Named Executive Officer Compensation	For	Mgmt	For

3.	Advisory Vote on the Frequency of Voting to Year For Approve Named Executive Officer Compensation	Mgmt	1
4.	Ratification of Appointment of For PricewaterhouseCoopers LLP as the Independent Registered Public Accounting Firm	Mgmt	For
5.	Proposal Withdrawn (Federal Securities Laws Against Mandatory Arbitration Bylaw)	Shr	
6.	Vaccine Pricing Report Against For	Shr	
7.	Executive Compensation Adjustment Policy Against For	Shr	
8.	Impact of Extended Patent Exclusivities on Against For Product Access	Shr	

 JPMORGAN CHASE & CO.
 Agenda Number: 935797223

Security: 46625H100
 Meeting Type: Annual
 Meeting Date: 16-May-2023
 Ticker: JPM
 ISIN: US46625H1005

Prop.#	Proposal	Proposal	
Proposal Vote	For/Against	Type	
	Management		
1a.	Election of Director: Linda B. Bammann For	Mgmt	For

1b.	Election of Director: Stephen B. Burke For	Mgmt	For
1c.	Election of Director: Todd A. Combs For	Mgmt	For
1d.	Election of Director: James S. Crown For	Mgmt	For
1e.	Election of Director: Alicia Boler Davis For	Mgmt	For
1f.	Election of Director: James Dimon For	Mgmt	For
1g.	Election of Director: Timothy P. Flynn For	Mgmt	For
1h.	Election of Director: Alex Gorsky For	Mgmt	For
1i.	Election of Director: Mellody Hobson For	Mgmt	For
1j.	Election of Director: Michael A. Neal For	Mgmt	For
1k.	Election of Director: Phebe N. Novakovic For	Mgmt	For
1l.	Election of Director: Virginia M. Rometty For	Mgmt	For
2.	Advisory resolution to approve executive For compensation	Mgmt	For
3. Year	Advisory vote on frequency of advisory For resolution to approve executive compensation	Mgmt	1
4.	Ratification of independent registered For public accounting firm	Mgmt	For
5. Against	Independent board chairman For	Shr	

6.	Fossil fuel phase out		Shr
Against		For	
7.	Amending public responsibility committee		Shr
Against		For	
	charter to include mandate to oversee		
	animal welfare impact and risk		
8.	Special shareholder meeting improvement		Shr
Against		For	
9.	Report on climate transition planning		Shr
Against		For	
10.	Report on ensuring respect for civil		Shr
Against		For	
	liberties		
11.	Report analyzing the congruence of the		Shr
Against		For	
	company's political and electioneering		
	expenditures		
12.	Absolute GHG reduction goals		Shr
Against		For	

 LITTELFUSE, INC.

Agenda Number: 935774605

Security: 537008104
 Meeting Type: Annual
 Meeting Date: 27-Apr-2023
 Ticker: LFUS
 ISIN: US5370081045

Prop.#	Proposal		Proposal
Proposal Vote		For/Against	Type
		Management	
1a.	Election of Director: Kristina A. Cerniglia		Mgmt
		For	For

1b.	Election of Director: Tzau-Jin Chung For	Mgmt	For
1c.	Election of Director: Cary T. Fu For	Mgmt	For
1d.	Election of Director: Maria C. Green For	Mgmt	For
1e.	Election of Director: Anthony Grillo For	Mgmt	For
1f.	Election of Director: David W. Heinzmann For	Mgmt	For
1g.	Election of Director: Gordon Hunter For	Mgmt	For
1h.	Election of Director: William P. Noglows For	Mgmt	For
2.	Approve, on an advisory basis, the For compensation of the Company's named executive officers.	Mgmt	For
3. Year	Advisory vote on the frequency of future For advisory votes on the compensation of our named executive officers.	Mgmt	1
4.	Approve the First Amendment to the Amended For and Restated LittelFuse, Inc. Long-Term Incentive Plan to increase the number of shares authorized for issuance under the plan, and to make certain other changes to the plan.	Mgmt	For
5.	Approve and ratify the appointment of Grant For Thornton LLP as the Company's independent auditors for 2023.	Mgmt	For

MEDTRONIC PLC

Agenda Number: 935723610

Security: G5960L103
Meeting Type: Annual
Meeting Date: 08-Dec-2022
Ticker: MDT
ISIN: IE00BTN1Y115

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director to hold office until For the 2023 Annual General Meeting: Richard H. Anderson		Mgmt	For
1b.	Election of Director to hold office until For the 2023 Annual General Meeting: Craig Arnold		Mgmt	For
1c.	Election of Director to hold office until For the 2023 Annual General Meeting: Scott C. Donnelly		Mgmt	For
1d.	Election of Director to hold office until For the 2023 Annual General Meeting: Lidia L. Fonseca		Mgmt	For
1e.	Election of Director to hold office until For the 2023 Annual General Meeting: Andrea J. Goldsmith, Ph.D.		Mgmt	For
1f.	Election of Director to hold office until For the 2023 Annual General Meeting: Randall J. Hogan, III		Mgmt	For
1g.	Election of Director to hold office until For the 2023 Annual General Meeting: Kevin E.		Mgmt	For

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| 1h. | Election of Director to hold office until
For
the 2023 Annual General Meeting: Geoffrey
S. Martha | Mgmt | For |
| 1i. | Election of Director to hold office until
For
the 2023 Annual General Meeting: Elizabeth
G. Nabel, M.D. | Mgmt | For |
| 1j. | Election of Director to hold office until
For
the 2023 Annual General Meeting: Denise M.
O'Leary | Mgmt | For |
| 1k. | Election of Director to hold office until
For
the 2023 Annual General Meeting: Kendall J.
Powell | Mgmt | For |
| 2. | Ratifying, in a non-binding vote, the
For
appointment of PricewaterhouseCoopers LLP
as the Company's independent auditor for
fiscal year 2023 and authorizing, in a
binding vote, the Board of Directors,
acting through the Audit Committee, to set
the auditor's remuneration. | Mgmt | For |
| 3. | Approving, on an advisory basis, the
For
Company's executive compensation. | Mgmt | For |
| 4. | Renewing the Board of Directors' authority
For
to issue shares under Irish law. | Mgmt | For |
| 5. | Renewing the Board of Directors' authority
For
to opt out of pre-emption rights under
Irish law. | Mgmt | For |
| 6. | Authorizing the Company and any subsidiary
For
of the Company to make overseas market
purchases of Medtronic ordinary shares. | Mgmt | For |

MICROSOFT CORPORATION

Agenda Number: 935722567

Security: 594918104
Meeting Type: Annual
Meeting Date: 13-Dec-2022
Ticker: MSFT
ISIN: US5949181045

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Reid G. Hoffman	For	Mgmt	For
1b.	Election of Director: Hugh F. Johnston	For	Mgmt	For
1c.	Election of Director: Teri L. List	For	Mgmt	For
1d.	Election of Director: Satya Nadella	For	Mgmt	For
1e.	Election of Director: Sandra E. Peterson	For	Mgmt	For
1f.	Election of Director: Penny S. Pritzker	For	Mgmt	For
1g.	Election of Director: Carlos A. Rodriguez	For	Mgmt	For
1h.	Election of Director: Charles W. Scharf	For	Mgmt	For
1i.	Election of Director: John W. Stanton	For	Mgmt	For
1j.	Election of Director: John W. Thompson	For	Mgmt	For

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|---------------|--|------|-----|
| 1k. | Election of Director: Emma N. Walmsley
For | Mgmt | For |
| 11. | Election of Director: Padmasree Warrior
For | Mgmt | For |
| 2. | Advisory vote to approve named executive
officer compensation
For | Mgmt | For |
| 3. | Ratification of the Selection of Deloitte &
Touche LLP as our Independent Auditor for
Fiscal Year 2023
For | Mgmt | For |
| 4.
Against | Shareholder Proposal - Cost/Benefit
Analysis of Diversity and Inclusion
For | Shr | |
| 5.
Against | Shareholder Proposal - Report on Hiring of
Persons with Arrest or Incarceration
Records
For | Shr | |
| 6.
Against | Shareholder Proposal - Report on Investment
of Retirement Funds in Companies
Contributing to Climate Change
For | Shr | |
| 7.
Against | Shareholder Proposal - Report on Government
Use of Microsoft Technology
For | Shr | |
| 8.
Against | Shareholder Proposal - Report on
Development of Products for Military
For | Shr | |
| 9.
Against | Shareholder Proposal - Report on Tax
Transparency
For | Shr | |

Security: 620076307
Meeting Type: Annual
Meeting Date: 16-May-2023
Ticker: MSI
ISIN: US6200763075

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director for a one-year term: For Gregory Q. Brown		Mgmt	For
1b.	Election of Director for a one-year term: For Kenneth D. Denman		Mgmt	For
1c.	Election of Director for a one-year term: For Egon P. Durban		Mgmt	For
1d.	Election of Director for a one-year term: For Ayanna M. Howard		Mgmt	For
1e.	Election of Director for a one-year term: For Clayton M. Jones		Mgmt	For
1f.	Election of Director for a one-year term: For Judy C. Lewent		Mgmt	For
1g.	Election of Director for a one-year term: For Gregory K. Mondre		Mgmt	For
1h.	Election of Director for a one-year term: For Joseph M. Tucci		Mgmt	For
2.	Ratification of the Appointment of For PricewaterhouseCoopers LLP as the Company's Independent Registered Public Accounting		Mgmt	For

Firm for 2023.

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| 3. | Advisory Approval of the Company's
For
Executive Compensation. | Mgmt | For |
| 4. | Advisory Approval of the Frequency of the
For
Advisory Vote to Approve the Company's
Executive Compensation. | Mgmt | 1 |

NORTHERN TRUST CORPORATION
Agenda Number: 935775683

Security: 665859104
Meeting Type: Annual
Meeting Date: 25-Apr-2023
Ticker: NTRS
ISIN: US6658591044

Prop.#	Proposal	For/Against	Proposal
Proposal	Vote	Management	Type
1a.	Election of Director: Linda Walker Bynoe For		Mgmt For
1b.	Election of Director: Susan Crown For		Mgmt For
1c.	Election of Director: Dean M. Harrison For		Mgmt For
1d.	Election of Director: Jay L. Henderson For		Mgmt For
1e.	Election of Director: Marcy S. Klevorn For		Mgmt For
1f.	Election of Director: Siddharth N. (Bobby) For		Mgmt For

Mehta

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|------------|--|------|-----|
| 1g. | Election of Director: Michael G. O'Grady
For | Mgmt | For |
| 1h. | Election of Director: Jose Luis Prado
For | Mgmt | For |
| 1i. | Election of Director: Martin P. Slark
For | Mgmt | For |
| 1j. | Election of Director: David H. B. Smith,
For
Jr. | Mgmt | For |
| 1k. | Election of Director: Donald Thompson
For | Mgmt | For |
| 1l. | Election of Director: Charles A. Tribbett
For
III | Mgmt | For |
| 2. | Approval, by an advisory vote, of the 2022
For
compensation of the Corporation's named
executive officers. | Mgmt | For |
| 3.
Year | Recommendation, by an advisory vote, on the
For
frequency with which the Corporation should
hold advisory votes on executive
compensation. | Mgmt | 1 |
| 4. | Ratification of the appointment of KPMG LLP
For
as the Corporation's independent registered
public accounting firm for the fiscal year
ending December 31, 2023. | Mgmt | For |

NVENT ELECTRIC PLC
Agenda Number: 935795635

Security: G6700G107
Meeting Type: Annual

Meeting Date: 12-May-2023
Ticker: NVT
ISIN: IE00BDVJJQ56

Prop.#	Proposal	For/Against	Proposal	
Proposal		Management	Type	
1a.	Election of Director: Sherry A. Aaholm	For	Mgmt	For
1b.	Election of Director: Jerry W. Burris	For	Mgmt	For
1c.	Election of Director: Susan M. Cameron	For	Mgmt	For
1d.	Election of Director: Michael L. Ducker	For	Mgmt	For
1e.	Election of Director: Randall J. Hogan	For	Mgmt	For
1f.	Election of Director: Danita K. Ostling	For	Mgmt	For
1g.	Election of Director: Nicola Palmer	For	Mgmt	For
1h.	Election of Director: Herbert K. Parker	For	Mgmt	For
1i.	Election of Director: Greg Scheu	For	Mgmt	For
1j.	Election of Director: Beth A. Wozniak	For	Mgmt	For
2.	Approve, by Non-Binding Advisory Vote, the For Compensation of the Named Executive Officers.		Mgmt	For
3.	Ratify, by Non-Binding Advisory Vote, the For Appointment of Deloitte & Touche LLP as the Independent Auditor and Authorize, by		Mgmt	For

Binding Vote, the Audit and Finance Committee of the Board of Directors to Set the Auditor's Remuneration.

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| 4. | Authorize the Board of Directors to Allot
For
and Issue New Shares under Irish Law. | Mgmt | For |
| 5. | Authorize the Board of Directors to Opt Out
For
of Statutory Preemption Rights under Irish Law. | Mgmt | For |
| 6. | Authorize the Price Range at which nVent
For
Electric plc Can Re-allot Shares it Holds as Treasury Shares under Irish Law. | Mgmt | For |

NVIDIA CORPORATION

Agenda Number: 935863224

Security: 67066G104
Meeting Type: Annual
Meeting Date: 22-Jun-2023
Ticker: NVDA
ISIN: US67066G1040

- | Prop.# | Proposal | Proposal | |
|----------|--|----------|-----|
| Proposal | Vote | Type | |
| | For/Against | | |
| | Management | | |
| 1a. | Election of Director: Robert K. Burgess
For | Mgmt | For |
| 1b. | Election of Director: Tench Coxo
For | Mgmt | For |
| 1c. | Election of Director: John O. Dabiri
For | Mgmt | For |
| 1d. | Election of Director: Pensis S. Drell | Mgmt | For |

For

1e.	Election of Director: Jen-Hsun Huang For	Mgmt	For
1f.	Election of Director: Dawn Hudson For	Mgmt	For
1g.	Election of Director: Harvey C. Jones For	Mgmt	For
1h.	Election of Director: Michael G. McCaffery For	Mgmt	For
1i.	Election of Director: Stephen C. Neal For	Mgmt	For
1j.	Election of Director: Mark L. Perry For	Mgmt	For
1k.	Election of Director: A. Brooke Seawell For	Mgmt	For
1l.	Election of Director: Aarti Shah For	Mgmt	For
1m.	Election of Director: Mark A. Stevens For	Mgmt	For
2.	Advisory approval of our executive For compensation.	Mgmt	For
3. Year	Advisory approval of the frequency of For holding an advisory vote on our executive compensation.	Mgmt	1
4.	Ratification of the selection of For PricewaterhouseCoopers LLP as our independent registered public accounting firm for fiscal year 2024.	Mgmt	For

Agenda Number: 935782070

Security: 731068102
Meeting Type: Annual
Meeting Date: 27-Apr-2023
Ticker: PII
ISIN: US7310681025

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Class II Director: George W. Bilicic	For	Mgmt	For
1b.	Election of Class II Director: Gary E. Hendrickson	For	Mgmt	For
1c.	Election of Class II Director: Gwenne A. Henricks	For	Mgmt	For
2.	Advisory vote to approve the compensation of the Company's Named Executive Officers	For	Mgmt	For
3. Year	Advisory vote on the frequency of future votes to approve the compensation of our Named Executive Officers	For	Mgmt	1
4.	Reincorporation of the Company from Minnesota to Delaware	For	Mgmt	For
5.	Adoption of an exclusive forum provision in the Delaware Bylaws	For	Mgmt	For
6.	Adoption of officer exculpation provision in the Delaware Certificate of Incorporation	For	Mgmt	For

7.	Ratification of the selection of Ernst & For Young LLP as our independent registered public accounting firm for fiscal 2023	Mgmt	For
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 PRINCIPAL FINANCIAL GROUP, INC.
 Agenda Number: 935804751

Security: 74251V102
 Meeting Type: Annual
 Meeting Date: 16-May-2023
 Ticker: PFG
 ISIN: US74251V1026

Prop.#	Proposal	Proposal	
	For/Against	Type	
	Management		
1a.	Election of Director: Jonathan S. Auerbach For	Mgmt	For
1b.	Election of Director: Mary E. Beams For	Mgmt	For
1c.	Election of Director: Jocelyn Carter-Miller For	Mgmt	For
1d.	Election of Director: Scott M. Mills For	Mgmt	For
1e.	Election of Director: Claudio N. Muruzabal For	Mgmt	For
1f.	Election of Director: H. Elizabeth Mitchell For	Mgmt	For
2.	Advisory Approval of Compensation of Our For Named Executive Officers.	Mgmt	For
3.	Advisory Approval of the Frequency of	Mgmt	1

Year For
 Future Advisory Votes to Approve
 Compensation of our Named Executive
 Officers.

4. Ratification of Appointment of Ernst & For Mgmt For
 Young LLP as the Company's Independent
 Auditor for 2023.

 QUALCOMM INCORPORATED
 Agenda Number: 935757281

Security: 747525103
 Meeting Type: Annual
 Meeting Date: 08-Mar-2023
 Ticker: QCOM
 ISIN: US7475251036

Prop.#	Proposal	For/Against	Proposal
Proposal	Vote	Management	Type
1a.	Election of Director to hold office until For the next annual meeting of stockholders: Sylvia Acevedo		Mgmt For
1b.	Election of Director to hold office until For the next annual meeting of stockholders: Cristiano R. Amon		Mgmt For
1c.	Election of Director to hold office until For the next annual meeting of stockholders: Mark Fields		Mgmt For
1d.	Election of Director to hold office until For the next annual meeting of stockholders:		Mgmt For

Jeffrey W. Henderson

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| 1e. | Election of Director to hold office until
For
the next annual meeting of stockholders:
Gregory N. Johnson | Mgmt | For |
| 1f. | Election of Director to hold office until
For
the next annual meeting of stockholders:
Ann M. Livermore | Mgmt | For |
| 1g. | Election of Director to hold office until
For
the next annual meeting of stockholders:
Mark D. McLaughlin | Mgmt | For |
| 1h. | Election of Director to hold office until
For
the next annual meeting of stockholders:
Jamie S. Miller | Mgmt | For |
| 1i. | Election of Director to hold office until
For
the next annual meeting of stockholders:
Irene B. Rosenfeld | Mgmt | For |
| 1j. | Election of Director to hold office until
For
the next annual meeting of stockholders:
Kornelis (Neil) Smit | Mgmt | For |
| 1k. | Election of Director to hold office until
For
the next annual meeting of stockholders:
Jean-Pascal Tricoire | Mgmt | For |
| 1l. | Election of Director to hold office until
For
the next annual meeting of stockholders:
Anthony J. Vinciguerra | Mgmt | For |
| 2. | Ratification of the selection of
For
PricewaterhouseCoopers LLP as our
independent public accountants for our
fiscal year ending September 24, 2023. | Mgmt | For |
| 3. | Approval of the QUALCOMM Incorporated 2023
For | Mgmt | For |

Long-Term Incentive Plan.

4.	Approval, on an advisory basis, of the For compensation of our named executive officers.	Mgmt	For
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ROCKWELL AUTOMATION, INC.
Agenda Number: 935750504

Security: 773903109
Meeting Type: Annual
Meeting Date: 07-Feb-2023
Ticker: ROK
ISIN: US7739031091

Prop.#	Proposal	For/Against	Proposal
Proposal	Vote		Type
A.	DIRECTOR		
	William P. Gipson	Management	Mgmt For
	Pam Murphy	For	Mgmt For
	Donald R. Parfet	For	Mgmt For
	Robert W. Soderbery	For	Mgmt For
B.	To approve, on an advisory basis, the For compensation of the Corporation's named executive officers.		Mgmt For
C.	To approve, on an advisory basis, the For frequency of the shareowner vote on the compensation of the Corporation's named executive officers.		Mgmt 1

D.	To approve the selection of Deloitte & For Touche LLP as the Corporation's independent registered public accounting firm for fiscal 2023.	Mgmt	For
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 SALESFORCE, INC.
 Agenda Number: 935846127

Security: 79466L302
 Meeting Type: Annual
 Meeting Date: 08-Jun-2023
 Ticker: CRM
 ISIN: US79466L3024

Prop.#	Proposal		Proposal
	For/Against		Type
	Management		
1a.	Election of Director: Marc Benioff For	Mgmt	For
1b.	Election of Director: Laura Alber For	Mgmt	For
1c.	Election of Director: Craig Conway For	Mgmt	For
1d.	Election of Director: Arnold Donald For	Mgmt	For
1e.	Election of Director: Parker Harris For	Mgmt	For
1f.	Election of Director: Neelie Kroes For	Mgmt	For
1g.	Election of Director: Sachin Mehra For	Mgmt	For
1h.	Election of Director: Mason Morfit	Mgmt	For

	For		
1i.	Election of Director: Oscar Munoz For	Mgmt	For
1j.	Election of Director: John V. Roos For	Mgmt	For
1k.	Election of Director: Robin Washington For	Mgmt	For
1l.	Election of Director: Maynard Webb For	Mgmt	For
1m.	Election of Director: Susan Wojcicki For	Mgmt	For
2.	Amendment and restatement of our 2013 For Equity Incentive Plan to increase the number of shares reserved for issuance.	Mgmt	For
3.	Ratification of the appointment of Ernst & For Young LLP as our independent registered public accounting firm for the fiscal year ending January 31, 2024.	Mgmt	For
4.	An advisory vote to approve the fiscal 2023 For compensation of our named executive officers.	Mgmt	For
5. Year	An advisory vote on the frequency of For holding future advisory votes to approve executive compensation.	Mgmt	1
6. Against	A stockholder proposal requesting a policy For to require the Chair of the Board be an independent member of the Board and not a former CEO of the Company, if properly presented at the meeting.	Shr	
7. Against	A stockholder proposal requesting a policy For to forbid all Company directors from sitting on any other boards, if properly presented at the meeting.	Shr	

SYSCO CORPORATION

Agenda Number: 935717427

Security: 871829107
Meeting Type: Annual
Meeting Date: 18-Nov-2022
Ticker: SYY
ISIN: US8718291078

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Daniel J. Brutto	For	Mgmt	For
1b.	Election of Director: Ali Dibadj	For	Mgmt	For
1c.	Election of Director: Larry C. Glasscock	For	Mgmt	For
1d.	Election of Director: Jill M. Golder	For	Mgmt	For
1e.	Election of Director: Bradley M. Halverson	For	Mgmt	For
1f.	Election of Director: John M. Hinshaw	For	Mgmt	For
1g.	Election of Director: Kevin P. Hourican	For	Mgmt	For
1h.	Election of Director: Hans-Joachim Koerber	For	Mgmt	For
1i.	Election of Director: Alison Kenney Paul	For	Mgmt	For

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|---------------|--|------|-----|
| 1j. | Election of Director: Edward D. Shirley
For | Mgmt | For |
| 1k. | Election of Director: Sheila G. Talton
For | Mgmt | For |
| 2. | To approve, by advisory vote, the
For
compensation paid to Sysco's named
executive officers, as disclosed in Sysco's
2022 proxy statement. | Mgmt | For |
| 3. | To ratify the appointment of Ernst & Young
For
LLP as Sysco's independent registered
public accounting firm for fiscal 2023. | Mgmt | For |
| 4.
Against | To consider a stockholder proposal, if
For
properly presented at the meeting, related
to a third party civil rights audit. | Shr | |
| 5.
Against | To consider a stockholder proposal, if
For
properly presented at the meeting, related
to third party assessments of supply chain
risks. | Shr | |
| 6.
Against | To consider a stockholder proposal, if
properly presented at the meeting, related
to a report on the reduction of plastic
packaging use. | Shr | |

 TARGET CORPORATION

Agenda Number: 935847220

 Security: 87612E106
 Meeting Type: Annual
 Meeting Date: 14-Jun-2023
 Ticker: TGT
 ISIN: US87612E1064

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: David P. Abney For		Mgmt	For
1b.	Election of Director: Douglas M. Baker, Jr. For		Mgmt	For
1c.	Election of Director: George S. Barrett For		Mgmt	For
1d.	Election of Director: Gail K. Boudreaux For		Mgmt	For
1e.	Election of Director: Brian C. Cornell For		Mgmt	For
1f.	Election of Director: Robert L. Edwards For		Mgmt	For
1g.	Election of Director: Donald R. Knauss For		Mgmt	For
1h.	Election of Director: Christine A. Leahy For		Mgmt	For
1i.	Election of Director: Monica C. Lozano For		Mgmt	For
1j.	Election of Director: Grace Puma For		Mgmt	For
1k.	Election of Director: Derica W. Rice For		Mgmt	For
1l.	Election of Director: Dmitri L. Stockton For		Mgmt	For
2.	Company proposal to ratify the appointment For of Ernst & Young LLP as our independent registered public accounting firm.		Mgmt	For
3.	Company proposal to approve, on an advisory For basis, our executive compensation (Say on		Mgmt	For

Pay).

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|----|---|------|---|
| 4. | Company proposal to approve, on an advisory
Year For
basis, the frequency of our Say on Pay
votes (Say on Pay Vote Frequency). | Mgmt | 1 |
| 5. | Shareholder proposal to adopt a policy for
Against For
an independent chairman. | Shr | |

TENNANT COMPANY
Agenda Number: 935776611

Security: 880345103
Meeting Type: Annual
Meeting Date: 25-Apr-2023
Ticker: TNC
ISIN: US8803451033

Prop.#	Proposal	Proposal	
Proposal	Vote	For/Against	Type
		Management	
1a.	Election of Director: Carol S. Eicher For		Mgmt For
1b.	Election of Director: Maria C. Green For		Mgmt For
1c.	Election of Director: Donal L. Mulligan For		Mgmt For
1d.	Election of Director: Andrew P. Hider For		Mgmt For
2.	Ratification of the appointment of Deloitte For & Touche LLP as the independent registered public accounting firm of the Company for the year ending December 31, 2023.		Mgmt For

- | | | | |
|----|--|------|-----|
| 3. | Advisory approval of executive
For
compensation. | Mgmt | For |
| 4. | Advisory approval on the frequency of
For
future advisory executive compensation
approvals. | Mgmt | 1 |

 THE CHARLES SCHWAB CORPORATION
 Agenda Number: 935809523

Security: 808513105
 Meeting Type: Annual
 Meeting Date: 18-May-2023
 Ticker: SCHW
 ISIN: US8085131055

Prop.#	Proposal	For/Against	Proposal
Proposal	Vote	Management	Type
1a.	Election of director: Marianne C. Brown For		Mgmt For
1b.	Election of director: Frank C. Herringer For		Mgmt For
1c.	Election of director: Gerri K. For Martin-Flickinger		Mgmt For
1d.	Election of director: Todd M. Ricketts For		Mgmt For
1e.	Election of director: Carolyn For Schwab-Pomerantz		Mgmt For
2.	Ratification of the selection of Deloitte &		Mgmt For

	For		
	Touche LLP as independent auditors		
3.	Advisory vote to approve named executive officer compensation	For	Mgmt For
4.	Frequency of advisory vote on named executive officer compensation	For	Mgmt 1
5.	Stockholder Proposal requesting pay equity disclosure	For	Shr
6.	Stockholder Proposal requesting company report on discrimination risk oversight and impact	For	Shr

 THE SHERWIN-WILLIAMS COMPANY
 Agenda Number: 935772562

Security: 824348106
 Meeting Type: Annual
 Meeting Date: 19-Apr-2023
 Ticker: SHW
 ISIN: US8243481061

Prop.#	Proposal	For/Against	Proposal
Proposal	Vote	Management	Type
1a.	Election of Director: Kerrii B. Anderson	For	Mgmt For
1b.	Election of Director: Arthur F. Anton	For	Mgmt For
1c.	Election of Director: Jeff M. Fettig	For	Mgmt For

- | | | | |
|------------|---|------|-----|
| 1d. | Election of Director: John G. Morikis
For | Mgmt | For |
| 1e. | Election of Director: Christine A. Poon
For | Mgmt | For |
| 1f. | Election of Director: Aaron M. Powell
For | Mgmt | For |
| 1g. | Election of Director: Marta R. Stewart
For | Mgmt | For |
| 1h. | Election of Director: Michael H. Thaman
For | Mgmt | For |
| 1i. | Election of Director: Matthew Thornton III
For | Mgmt | For |
| 2. | Advisory approval of the compensation of
For
the named executives. | Mgmt | For |
| 3.
Year | Advisory approval of the frequency of the
For
advisory vote on the compensation of the
named executives. | Mgmt | 1 |
| 4. | Ratification of the appointment of Ernst &
For
Young LLP as our independent registered
public accounting firm. | Mgmt | For |

 THE TORO COMPANY

Agenda Number: 935762143

 Security: 891092108
 Meeting Type: Annual
 Meeting Date: 21-Mar-2023
 Ticker: TTC
 ISIN: US8910921084

Prop.#	Proposal	For/Against	Proposal
Proposal Vote		Management	Type
1.	DIRECTOR		
	Jeffrey M. Ettinger	For	Mgmt For
	Eric P. Hansotia	For	Mgmt For
	D. Christian Koch	For	Mgmt For
2.	Ratification of the selection of KPMG LLP	For	Mgmt For
	as our independent registered public accounting firm for our fiscal year ending October 31, 2023.		
3.	Approval of, on an advisory basis, our	For	Mgmt For
	executive compensation.		
4.	Approval of, on an advisory basis, the	For	Mgmt 1
Year	frequency of the advisory approval of our executive compensation.		

 THE WALT DISNEY COMPANY
 Agenda Number: 935766595

 Security: 254687106
 Meeting Type: Annual
 Meeting Date: 03-Apr-2023
 Ticker: DIS
 ISIN: US2546871060

Prop.#	Proposal	For/Against	Proposal
Proposal Vote		Management	Type

1a.	Election of Director: Mary T. Barra For	Mgmt	For
1b.	Election of Director: Safra A. Catz For	Mgmt	For
1c.	Election of Director: Amy L. Chang For	Mgmt	For
1d.	Election of Director: Francis A. deSouza For	Mgmt	For
1e.	Election of Director: Carolyn N. Everson For	Mgmt	For
1f.	Election of Director: Michael B.G. Froman For	Mgmt	For
1g.	Election of Director: Robert A. Iger For	Mgmt	For
1h.	Election of Director: Maria Elena For Lagomasino	Mgmt	For
1i.	Election of Director: Calvin R. McDonald For	Mgmt	For
1j.	Election of Director: Mark G. Parker For	Mgmt	For
1k.	Election of Director: Derica W. Rice For	Mgmt	For
2.	Ratification of the appointment of For PricewaterhouseCoopers LLP as the Company's independent registered public accountants for fiscal 2023.	Mgmt	For
3.	Consideration of an advisory vote to For approve executive compensation.	Mgmt	For
4. Year	Consideration of an advisory vote on the For frequency of advisory votes on executive compensation.	Mgmt	1
5.	Shareholder proposal, if properly presented	Shr	

Against For
at the meeting, requesting a report on
operations related to China.

6. Shareholder proposal, if properly presented Shr
Against For
at the meeting, requesting charitable
contributions disclosure.

7. Shareholder proposal, if properly presented Shr
Against For
at the meeting, requesting a political
expenditures report.

U.S. BANCORP
Agenda Number: 935771914

Security: 902973304
Meeting Type: Annual
Meeting Date: 18-Apr-2023
Ticker: USB
ISIN: US9029733048

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Warner L. Baxter	For	Mgmt	For
1b.	Election of Director: Dorothy J. Bridges	For	Mgmt	For
1c.	Election of Director: Elizabeth L. Buse	For	Mgmt	For
1d.	Election of Director: Andrew Cecere	For	Mgmt	For
1e.	Election of Director: Alan B. Colberg	For	Mgmt	For

- | | | | |
|------------|--|------|-----|
| 1f. | Election of Director: Kimberly N.
For
Ellison-Taylor | Mgmt | For |
| 1g | Election of Director: Kimberly J. Harris
For | Mgmt | For |
| 1h. | Election of Director: Roland A. Hernandez
For | Mgmt | For |
| 1i. | Election of Director: Richard P. McKenney
For | Mgmt | For |
| 1j. | Election of Director: Yusuf I. Mehdi
For | Mgmt | For |
| 1k. | Election of Director: Loretta E. Reynolds
For | Mgmt | For |
| 1l. | Election of Director: John P. Wiehoff
For | Mgmt | For |
| 1m. | Election of Director: Scott W. Wine
For | Mgmt | For |
| 2. | An advisory vote to approve the
For
compensation of our executives disclosed in
the proxy statement. | Mgmt | For |
| 3.
Year | An advisory vote on the frequency of future
For
advisory votes on executive compensation. | Mgmt | 1 |
| 4. | The ratification of the selection of Ernst
For
& Young LLP as our independent auditor for
the 2023 fiscal year. | Mgmt | For |

 UNITEDHEALTH GROUP INCORPORATED
 Agenda Number: 935835237

Security: 91324P102

Meeting Type: Annual
Meeting Date: 05-Jun-2023
Ticker: UNH
ISIN: US91324P1021

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Timothy Flynn	For	Mgmt	For
1b.	Election of Director: Paul Garcia	For	Mgmt	For
1c.	Election of Director: Kristen Gil	For	Mgmt	For
1d.	Election of Director: Stephen Hemsley	For	Mgmt	For
1e.	Election of Director: Michele Hooper	For	Mgmt	For
1f.	Election of Director: F. William McNabb III	For	Mgmt	For
1g.	Election of Director: Valerie Montgomery Rice, M.D.	For	Mgmt	For
1h.	Election of Director: John Noseworthy, M.D.	For	Mgmt	For
1i.	Election of Director: Andrew Witty	For	Mgmt	For
2.	Advisory approval of the Company's executive compensation.	For	Mgmt	For
3. Year	Advisory approval of the frequency of holding future say-on-pay votes.	For	Mgmt	1
4.	Ratification of the appointment of Deloitte	For	Mgmt	For

& Touche LLP as the independent registered public accounting firm for the Company for the year ending December 31, 2023.

- | | | |
|----|---|-----|
| 5. | If properly presented at the 2023 Annual Meeting of Shareholders, the shareholder proposal seeking a third-party racial equity audit. | Shr |
| 6. | If properly presented at the 2023 Annual Meeting of Shareholders, the shareholder proposal requiring a political contributions congruency report. | Shr |
| 7. | If properly presented at the 2023 Annual Meeting of Shareholders, the shareholder proposal seeking shareholder ratification of termination pay. | Shr |

 VISA INC.

Agenda Number: 935745779

 Security: 92826C839
 Meeting Type: Annual
 Meeting Date: 24-Jan-2023
 Ticker: V
 ISIN: US92826C8394

Prop.# Proposal	For/Against	Proposal	
Proposal Vote	Management	Type	
1a.	Election of Director: Lloyd A. Carney For	Mgmt	For
1b.	Election of Director: Kermit R. Crawford For	Mgmt	For

1c.	Election of Director: Francisco Javier For Fernández-Carbajal	Mgmt	For
1d.	Election of Director: Alfred F. Kelly, Jr. For	Mgmt	For
1e.	Election of Director: Ramon Laguarta For	Mgmt	For
1f.	Election of Director: Teri L. List For	Mgmt	For
1g.	Election of Director: John F. Lundgren For	Mgmt	For
1h.	Election of Director: Denise M. Morrison For	Mgmt	For
1i.	Election of Director: Linda J. Rendle For	Mgmt	For
1j.	Election of Director: Maynard G. Webb, Jr. For	Mgmt	For
2.	To approve, on an advisory basis, the For compensation paid to our named executive officers.	Mgmt	For
3. Year	To hold an advisory vote on the frequency For of future advisory votes to approve executive compensation.	Mgmt	1
4.	To ratify the appointment of KPMG LLP as For our independent registered public accounting firm for fiscal year 2023.	Mgmt	For
5. Against	To vote on a stockholder proposal For requesting an independent board chair policy.	Shr	

WELLS FARGO & COMPANY

Agenda Number: 935776774

Security: 949746101
Meeting Type: Annual
Meeting Date: 25-Apr-2023
Ticker: WFC
ISIN: US9497461015

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Steven D. Black	For	Mgmt	For
1b.	Election of Director: Mark A. Chancy	For	Mgmt	For
1c.	Election of Director: Celeste A. Clark	For	Mgmt	For
1d.	Election of Director: Theodore F. Craver, Jr.	For	Mgmt	For
1e.	Election of Director: Richard K. Davis	For	Mgmt	For
1f.	Election of Director: Wayne M. Hewett	For	Mgmt	For
1g.	Election of Director: CeCelia ("CeCe") G. Morken	For	Mgmt	For
1h.	Election of Director: Maria R. Morris	For	Mgmt	For
1i.	Election of Director: Felicia F. Norwood	For	Mgmt	For
1j.	Election of Director: Richard B. Payne, Jr.	For	Mgmt	For
1k.	Election of Director: Ronald L. Sargent		Mgmt	For

For

11.	Election of Director: Charles W. Scharf For	Mgmt	For
1m.	Election of Director: Suzanne M. Vautrinot For	Mgmt	For
2.	Advisory resolution to approve executive For compensation (Say on Pay).	Mgmt	For
3. Year	Advisory resolution on the frequency of For future advisory votes to approve executive compensation (Say on Frequency).	Mgmt	1
4.	Ratify the appointment of KPMG LLP as the For Company's independent registered public accounting firm for 2023.	Mgmt	For
5. Against	Shareholder Proposal - Adopt Simple For Majority Vote.	Shr	
6. Against	Shareholder Proposal - Report on Congruency For of Political Spending.	Shr	
7. Against	Shareholder Proposal - Climate Lobbying For Report.	Shr	
8. Against	Shareholder Proposal - Climate Transition For Report.	Shr	
9. Against	Shareholder Proposal - Fossil Fuel Lending For Policy.	Shr	
10. Against	Shareholder Proposal - Annual Report on For Prevention of Workplace Harassment and Discrimination.	Shr	
11. Against	Shareholder Proposal - Policy on Freedom of For Association and Collective Bargaining.	Shr	

WORKIVA INC.

Agenda Number: 935824727

Security: 98139A105
Meeting Type: Annual
Meeting Date: 30-May-2023
Ticker: WK
ISIN: US98139A1051

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1.1	Election of Director: Michael M. Crow, Ph.D.	For	Mgmt	For
1.2	Election of Director: Julie Iskow	For	Mgmt	For
2.	Approval, on an advisory basis, of the For compensation of Workiva's named executive officers.	For	Mgmt	For
3.	Ratification of the appointment of Ernst & For Young LLP as our independent registered public accounting firm for 2023.	For	Mgmt	For

Mairs & Power Small Cap Fund

AAR CORP.

Agenda Number: 935696320

Security: 000361105

Meeting Type: Annual
Meeting Date: 20-Sep-2022
Ticker: AIR
ISIN: US0003611052

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: John M. Holmes	For	Mgmt	For
1b.	Election of Director: Ellen M. Lord	For	Mgmt	For
1c.	Election of Director: Marc J. Walfish	For	Mgmt	For
2.	Advisory proposal to approve our Fiscal 2022 executive compensation.	For	Mgmt	For
3.	The ratification of the appointment of KPMG LLP as our independent registered public accounting firm for the fiscal year ending May 31, 2023.	For	Mgmt	For

ALERUS FINANCIAL CORPORATION
Agenda Number: 935799289

Security: 01446U103
Meeting Type: Annual
Meeting Date: 08-May-2023
Ticker: ALRS
ISIN: US01446U1034

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote		Type	

		Management	Type	
1.	DIRECTOR			
	Daniel E. Coughlin		Mgmt	For
		For		
	Kevin D. Lemke		Mgmt	For
		For		
	Michael S. Mathews		Mgmt	For
		For		
	Randy L. Newman		Mgmt	For
		For		
	Galen G. Vetter		Mgmt	For
		For		
	Katie A. Lorensen		Mgmt	For
		For		
	Janet O. Estep		Mgmt	For
		For		
	Mary E. Zimmer		Mgmt	For
		For		
2.	Ratification of the appointment of RSM US LLP as the independent public accounting firm for the Corporation for the fiscal year ending December 31, 2023.	For	Mgmt	For

 ALTAIR ENGINEERING INC.
 Agenda Number: 935839716

 Security: 021369103
 Meeting Type: Annual
 Meeting Date: 06-Jun-2023
 Ticker: ALTR
 ISIN: US0213691035

Prop.# Proposal	For/Against	Proposal	
Proposal Vote		Type	
	Management		
1a.	Election of Class III Director to serve	Mgmt	For

For
 until the 2026 Annual Meeting: James R.
 Scapa

- | | | | |
|-----|--|------|-----|
| 1b. | Election of Class III Director to serve
For
until the 2026 Annual Meeting: Stephen
Earhart | Mgmt | For |
| 2. | To vote, on an advisory basis, on the
For
compensation of the Company's named
executive officers. | Mgmt | For |
| 3. | To ratify the appointment of Ernst & Young
For
LLP as our independent registered public
accounting firm for the year ending
December 31, 2023. | Mgmt | For |

 ASSOCIATED BANC-CORP
 Agenda Number: 935775479

Security: 045487105
 Meeting Type: Annual
 Meeting Date: 25-Apr-2023
 Ticker: ASB
 ISIN: US0454871056

- | Prop.# Proposal | For/Against | Proposal | |
|-----------------|---------------------|----------|-----|
| Proposal Vote | Management | Type | |
| 1. | DIRECTOR | | |
| | R. Jay Gerken | Mgmt | For |
| | Judith P. Greffin | Mgmt | For |
| | Michael J. Haddad | Mgmt | For |
| | Andrew J. Harmening | Mgmt | For |

	For		
Robert A. Jeffe		Mgmt	For
	For		
Eileen A. Kamerick		Mgmt	For
	For		
Gale E. Klappa		Mgmt	For
	For		
Cory L. Nettles		Mgmt	For
	For		
Karen T. van Lith		Mgmt	For
	For		
John (Jay) B. Williams		Mgmt	For
	For		
2.	Advisory approval of Associated Banc-Corp's For named executive officer compensation.	Mgmt	For
3.	The ratification of the selection of KPMG For LLP as the independent registered public accounting firm for Associated Banc-Corp for the year ending December 31, 2023.	Mgmt	For

 BIO-TECHNE CORP
 Agenda Number: 935709824

Security: 09073M104
 Meeting Type: Annual
 Meeting Date: 27-Oct-2022
 Ticker: TECH
 ISIN: US09073M1045

Prop.#	Proposal	For/Against	Proposal
Proposal Vote			Type
		Management	
1.	To set the number of Directors at nine. For		Mgmt For
2a.	Election of Director: Robert V. Baumgartner		Mgmt For

For

- | | | | |
|-----|--|------|-----|
| 2b. | Election of Director: Julie L. Bushman
For | Mgmt | For |
| 2c. | Election of Director: John L. Higgins
For | Mgmt | For |
| 2d. | Election of Director: Joseph D. Keegan
For | Mgmt | For |
| 2e. | Election of Director: Charles R. Kummeth
For | Mgmt | For |
| 2f. | Election of Director: Roeland Nusse
For | Mgmt | For |
| 2g. | Election of Director: Alpana Seth
For | Mgmt | For |
| 2h. | Election of Director: Randolph Steer
For | Mgmt | For |
| 2i. | Election of Director: Rupert Vessey
For | Mgmt | For |
| 3. | Cast a non-binding vote on named executive
For
officer compensation. | Mgmt | For |
| 4. | Approve an amendment to the Company's
For
Articles of Incorporation to increase the
number of authorized shares of common stock
to effect a proposed 4-for-1 stock split in
the form of a stock dividend. | Mgmt | For |
| 5. | Ratify the appointment of the Company's
For
independent registered public accounting
firm for the 2023 fiscal year. | Mgmt | For |

BLACK HILLS CORPORATION

Agenda Number: 935784947

Security: 092113109
Meeting Type: Annual
Meeting Date: 25-Apr-2023
Ticker: BKH
ISIN: US0921131092

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote		Type	
		Management		
1.	DIRECTOR			
	Scott M. Prochazka	For	Mgmt	For
	Rebecca B. Roberts	For	Mgmt	For
	Teresa A. Taylor	For	Mgmt	For
2.	Ratification of the appointment of Deloitte & Touche LLP to serve as Black Hills Corporation's independent registered public accounting firm for 2023.	For	Mgmt	For
3.	Advisory resolution to approve executive compensation.	For	Mgmt	For
4.	Advisory vote on the frequency of the advisory vote on our executive compensation.	For	Mgmt	1

CASEY'S GENERAL STORES, INC.
Agenda Number: 935688450

Security: 147528103
Meeting Type: Annual
Meeting Date: 30-Aug-2022
Ticker: CASY

ISIN: US1475281036

Prop.#	Proposal	For/Against	Proposal	
Proposal			Type	
Vote		Management		
1a.	Election of Director to serve until the For next Annual Meeting: H. Lynn Horak		Mgmt	For
1b.	Election of Director to serve until the For next Annual Meeting: Diane C. Bridgewater		Mgmt	For
1c.	Election of Director to serve until the For next Annual Meeting: Sri Donthi		Mgmt	For
1d.	Election of Director to serve until the For next Annual Meeting: Donald E. Frieson		Mgmt	For
1e.	Election of Director to serve until the For next Annual Meeting: Cara K. Heiden		Mgmt	For
1f.	Election of Director to serve until the For next Annual Meeting: David K. Lenhardt		Mgmt	For
1g.	Election of Director to serve until the For next Annual Meeting: Darren M. Rebelez		Mgmt	For
1h.	Election of Director to serve until the For next Annual Meeting: Larree M. Renda		Mgmt	For
1i.	Election of Director to serve until the For next Annual Meeting: Judy A. Schmeling		Mgmt	For
1j.	Election of Director to serve until the For next Annual Meeting: Gregory A. Trojan		Mgmt	For
1k.	Election of Director to serve until the		Mgmt	For

For
next Annual Meeting: Allison M. Wing

- | | | | |
|----|--|------|-----|
| 2. | To ratify the appointment of KPMG LLP as
For
the independent registered public
accounting firm of the Company for the
fiscal year ending April 30, 2023. | Mgmt | For |
| 3. | To hold an advisory vote on our named
For
executive officer compensation. | Mgmt | For |

CATALENT, INC.
Agenda Number: 935709975

Security: 148806102
Meeting Type: Annual
Meeting Date: 27-Oct-2022
Ticker: CTLT
ISIN: US1488061029

Prop.#	Proposal	For/Against	Proposal
Proposal	Vote	Management	Type
1a.	Election of Director: Madhavan Balachandran For		Mgmt For
1b.	Election of Director: Michael J. Barber For		Mgmt For
1c.	Election of Director: J. Martin Carroll For		Mgmt For
1d.	Election of Director: John Chiminski For		Mgmt For
1e.	Election of Director: Rolf Classon For		Mgmt For

- | | | | |
|-----|--|------|-----|
| 1f. | Election of Director: Rosemary A. Crane
For | Mgmt | For |
| 1g. | Election of Director: Karen Flynn
For | Mgmt | For |
| 1h. | Election of Director: John J. Greisch
For | Mgmt | For |
| 1i. | Election of Director: Christa Kreuzburg
For | Mgmt | For |
| 1j. | Election of Director: Gregory T. Lucier
For | Mgmt | For |
| 1k. | Election of Director: Donald E. Morel, Jr.
For | Mgmt | For |
| 1l. | Election of Director: Alessandro Maselli
For | Mgmt | For |
| 1m. | Election of Director: Jack Stahl
For | Mgmt | For |
| 1n. | Election of Director: Peter Zippelius
For | Mgmt | For |
| 2. | Ratification of Appointment of Ernst &
For
Young LLP as Independent Auditor for Fiscal
2023 | Mgmt | For |
| 3. | Advisory Vote to Approve Our Executive
For
Compensation (Say-on-Pay) | Mgmt | For |

 CLEARFIELD, INC.

Agenda Number: 935755895

Security: 18482P103
 Meeting Type: Annual
 Meeting Date: 23-Feb-2023
 Ticker: CLFD
 ISIN: US18482P1030

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Cheryl Beranek	For	Mgmt	For
1b.	Election of Director: Ronald G. Roth	For	Mgmt	For
1c.	Election of Director: Patrick Goepel	For	Mgmt	For
1d.	Election of Director: Roger Harding	For	Mgmt	For
1e.	Election of Director: Charles N. Hayssen	For	Mgmt	For
1f.	Election of Director: Donald R. Hayward	For	Mgmt	For
1g.	Election of Director: Walter L. Jones, Jr.	For	Mgmt	For
1h.	Election of Director: Carol A. Wirsbinski	For	Mgmt	For
2.	Approve, on a non-binding advisory basis, the compensation paid to named executive officers.	For	Mgmt	For
3. Year	Advisory vote on the frequency of future advisory votes to approve our named executive officer compensation.	For	Mgmt	1
4.	Approve the Clearfield, Inc. 2022 Stock Compensation Plan.	For	Mgmt	For
5.	Ratify the appointment of Baker Tilly US, LLP as the independent registered public accounting firm for Clearfield, Inc. for	For	Mgmt	For

the fiscal year ending September 30, 2023.

CULLEN/FROST BANKERS, INC.
Agenda Number: 935775758

Security: 229899109
Meeting Type: Annual
Meeting Date: 26-Apr-2023
Ticker: CFR
ISIN: US2298991090

Prop.#	Proposal	For/Against	Proposal	
Proposal Vote		Management	Type	
1a.	Election of Director to serve for a For one-year term expire at the 2024 Annual Meeting: Carlos Alvarez		Mgmt	For
1b.	Election of Director to serve for a For one-year term expire at the 2024 Annual Meeting: Chris M. Avery		Mgmt	For
1c.	Election of Director to serve for a For one-year term expire at the 2024 Annual Meeting: Anthony R. Chase		Mgmt	For
1d.	Election of Director to serve for a For one-year term expire at the 2024 Annual Meeting: Cynthia J. Comparin		Mgmt	For
1e.	Election of Director to serve for a For one-year term expire at the 2024 Annual Meeting: Samuel G. Dawson		Mgmt	For
1f.	Election of Director to serve for a		Mgmt	For

	For one-year term expire at the 2024 Annual Meeting: Crawford H. Edwards		
1g.	Election of Director to serve for a For one-year term expire at the 2024 Annual Meeting: Patrick B. Frost	Mgmt	For
1h.	Election of Director to serve for a For one-year term expire at the 2024 Annual Meeting: Phillip D. Green	Mgmt	For
1i.	Election of Director to serve for a For one-year term expire at the 2024 Annual Meeting: David J. Haemisegger	Mgmt	For
1j.	Election of Director to serve for a For one-year term expire at the 2024 Annual Meeting: Charles W. Matthews	Mgmt	For
1k.	Election of Director to serve for a For one-year term expire at the 2024 Annual Meeting: Joseph A. Pierce	Mgmt	For
1l.	Election of Director to serve for a For one-year term expire at the 2024 Annual Meeting: Linda B. Rutherford	Mgmt	For
1m.	Election of Director to serve for a For one-year term expire at the 2024 Annual Meeting: Jack Willome	Mgmt	For
2.	To provide nonbinding approval of executive For compensation.	Mgmt	For
3. Year	To provide a nonbinding selection of the For frequency of future votes on executive compensation.	Mgmt	1
4.	To ratify the selection of Ernst & Young For	Mgmt	For

LLP to act as independent auditors of
Cullen/Frost for the fiscal year that began
January 1, 2023.

CVRX, INC.

Agenda Number: 935835439

Security: 126638105
Meeting Type: Annual
Meeting Date: 05-Jun-2023
Ticker: CVRX
ISIN: US1266381052

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote		Type	
		Management		
1.	DIRECTOR			
	Kevin Hykes	For	Mgmt	For
	Joseph Slattery	For	Mgmt	For
2.	To ratify the appointment of Grant Thornton	For	Mgmt	For
	LLP as the Company's independent registered public accounting firm for the fiscal year ending December 31, 2023.			

DIGI INTERNATIONAL INC.

Agenda Number: 935749614

Security: 253798102
Meeting Type: Annual
Meeting Date: 27-Jan-2023

Ticker: DGII
ISIN: US2537981027

Prop.#	Proposal	For/Against	Proposal	
Proposal Vote		Management	Type	
1a.	Election of Director: Satbir Khanuja, Ph.D.	For	Mgmt	For
1b.	Election of Director: Ronald E. Konezny	For	Mgmt	For
2.	Company proposal to approve, on a For non-binding advisory basis, the compensation paid to named executive officers.		Mgmt	For
3.	Company proposal to ratify the appointment For of Deloitte & Touche LLP as independent registered public accounting firm of the company for the fiscal year ending September 30, 2023.		Mgmt	For
4.	Company proposal to approve the amendment For and restatement of the Digi International Inc. 2021 Omnibus Incentive Plan.		Mgmt	For

DONALDSON COMPANY, INC.
Agenda Number: 935716247

Security: 257651109
Meeting Type: Annual
Meeting Date: 18-Nov-2022
Ticker: DCI
ISIN: US2576511099

Prop.#	Proposal	For/Against	Proposal
Proposal Vote			Type
		Management	
1.	DIRECTOR		
	Douglas A. Milroy	For	Mgmt For
	Willard D. Oberton	For	Mgmt For
	Richard M. Olson	For	Mgmt For
	Jacynth C. Smiley	For	Mgmt For
2.	A non-binding advisory vote on the compensation of our Named Executive Officers	For	Mgmt For
3.	Ratification of the appointment of PricewaterhouseCoopers LLP as Donaldson Company, Inc.'s independent registered public accounting firm for the fiscal year ending July 31, 2023.	For	Mgmt For

 ENTEGRIS, INC.
 Agenda Number: 935800018

 Security: 29362U104
 Meeting Type: Annual
 Meeting Date: 26-Apr-2023
 Ticker: ENTG
 ISIN: US29362U1043

Prop.#	Proposal	For/Against	Proposal
Proposal Vote			Type
		Management	

- | | | | |
|------------|--|------|-----|
| 1a. | Election of Director: James R. Anderson
For | Mgmt | For |
| 1b. | Election of Director: Rodney Clark
For | Mgmt | For |
| 1c. | Election of Director: James F. Gentilcore
For | Mgmt | For |
| 1d. | Election of Director: Yvette Kanouff
For | Mgmt | For |
| 1e. | Election of Director: James P. Lederer
For | Mgmt | For |
| 1f. | Election of Director: Bertrand Loy
For | Mgmt | For |
| 1g. | Election of Director: Azita Saleki-Gerhardt
For | Mgmt | For |
| 2. | Approval, by non-binding vote, of the
For
compensation paid to Entegris, Inc.'s named
executive officers (advisory vote). | Mgmt | For |
| 3.
Year | Frequency of future advisory votes on
For
Executive compensation (advisory vote). | Mgmt | 1 |
| 4. | Ratify the appointment of KPMG LLP as
For
Entegris, Inc.'s Independent Registered
Public Accounting Firm for 2023. | Mgmt | For |

 ENVESTNET, INC.

Agenda Number: 935855695

Security: 29404K106
 Meeting Type: Annual
 Meeting Date: 15-Jun-2023
 Ticker: ENV
 ISIN: US29404K1060

Prop.#	Proposal	For/Against	Proposal
Proposal Vote		Management	Type
1.	DIRECTOR		
	Luis Aguilar	For	Mgmt For
	Gayle Crowell	For	Mgmt For
	James Fox	For	Mgmt For
2.	The approval, on an advisory basis, of 2022 executive compensation.	For	Mgmt For
3.	The approval, on an advisory basis, on the frequency of the advisory vote on executive compensation.	For	Mgmt 1
4.	The ratification of KPMG LLP as the independent registered public accounting firm for the fiscal year ending December 31, 2023.	For	Mgmt For

EXACT SCIENCES CORPORATION
 Agenda Number: 935836176

Security: 30063P105
 Meeting Type: Annual
 Meeting Date: 08-Jun-2023
 Ticker: EXAS
 ISIN: US30063P1057

Prop.#	Proposal	For/Against	Proposal
Proposal Vote			Type

Management

1a.	Election of Class II Director to serve for For three-year term: D. Scott Coward	Mgmt	For
1b.	Election of Class II Director to serve for For three-year term: James Doyle	Mgmt	For
1c.	Election of Class II Director to serve for For three-year term: Freda Lewis-Hall	Mgmt	For
1d.	Election of Class II Director to serve for For three-year term: Kathleen Sebelius	Mgmt	For
2.	To ratify the selection of For PricewaterhouseCoopers LLP as our independent registered public accounting firm for 2023.	Mgmt	For
3.	To approve, on an advisory basis, the For compensation of our named executive officers.	Mgmt	For
4. Year	To approve, on an advisory basis, the For frequency of future advisory votes on executive compensation.	Mgmt	1
5.	To approve an Amendment to our Sixth For Amended and Restated Certificate of Incorporation to declassify our Board of Directors.	Mgmt	For
6.	To approve Amendment No. 2 to the Exact For Sciences Corporation 2019 Omnibus Long-Term Incentive Plan.	Mgmt	For

FIRST INTERSTATE BANCSYSTEM INC.
Agenda Number: 935825894

Security: 32055Y201
Meeting Type: Annual
Meeting Date: 24-May-2023
Ticker: FIBK
ISIN: US32055Y2019

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Class II Director: Alice S. Cho	For	Mgmt	For
1b.	Election of Class II Director: Thomas E. Henning	For	Mgmt	For
1c.	Election of Class II Director: Dennis L. Johnson	For	Mgmt	For
1d.	Election of Class II Director: Patricia L. Moss	For	Mgmt	For
1e.	Election of Class II Director: Daniel A. Rykhus	For	Mgmt	For
2.	Approval of Plan of Domestication and Conversion to change the Company's state of incorporation from Montana to Delaware.	For	Mgmt	For
3.	Approval of the Company's 2023 Equity and Incentive Plan.	For	Mgmt	For
4.	Approval of a non-binding advisory resolution on executive compensation.	For	Mgmt	For
5.	Approval of a non-binding advisory vote on		Mgmt	1

Year For
the frequency of future advisory votes on
executive compensation.

6. Ratification of appointment of RSM US LLP Mgmt For
For
as our independent registered public
accounting firm for the year ending
December 31, 2023.

GENERAC HOLDINGS INC.
Agenda Number: 935846418

Security: 368736104
Meeting Type: Annual
Meeting Date: 15-Jun-2023
Ticker: GNRC
ISIN: US3687361044

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote		Type	
		Management		
1.1	Election of Class II Director: Marcia J. Avedon	For	Mgmt	For
1.2	Election of Class II Director: Bennett J. Morgan	For	Mgmt	For
1.3	Election of Class II Director: Dominick P. Zarcone	For	Mgmt	For
2.	Proposal to ratify the selection of Deloitte & Touche LLP as our independent registered public accounting firm for the year ended December 31, 2023.	For	Mgmt	For

- | | | | |
|----|---|------|-----|
| 3. | Advisory vote on the non-binding
For
"say-on-pay" resolution to approve the
compensation of our executive officers. | Mgmt | For |
| 4. | Advisory vote on the non-binding resolution
For
regarding the frequency of our advisory
votes on executive compensation. | Mgmt | 1 |

 GENTHERM INCORPORATED
 Agenda Number: 935793756

Security: 37253A103
 Meeting Type: Annual
 Meeting Date: 18-May-2023
 Ticker: THRM
 ISIN: US37253A1034

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote		Type	
		Management		
1.	DIRECTOR Sophie Desormière	For	Mgmt	For
	Phillip M. Eyler	For	Mgmt	For
	David Heinzmann	For	Mgmt	For
	Ronald Hundzinski	For	Mgmt	For
	Charles Kummeth	For	Mgmt	For
	Betsy Meter	For	Mgmt	For
	Byron Shaw II	For	Mgmt	For
	John Stacey	For	Mgmt	For

2.	Ratification of the appointment of Ernst & For Young LLP as the Company's independent registered public accounting firm for the year ending December 31, 2023.	Mgmt	For
3.	Approval (on an advisory basis) of the For compensation of the Company's named executive officers for the year ended December 31, 2022.	Mgmt	For
4. Year	Approval (on an advisory basis) of the For frequency of an advisory vote on the compensation of the Company's named executive officers.	Mgmt	1
5.	Approval of the Gentherm Incorporated 2023 For Equity Incentive Plan.	Mgmt	For

 GLACIER BANCORP, INC.
 Agenda Number: 935788159

Security: 37637Q105
 Meeting Type: Annual
 Meeting Date: 26-Apr-2023
 Ticker: GBCI
 ISIN: US37637Q1058

Prop.# Proposal	Proposal Vote	For/Against	Proposal	Type
		Management		
1.	DIRECTOR			
	David C. Boyles	For	Mgmt	For
	Robert A. Cashell, Jr.	For	Mgmt	For
	Randall M. Chesler		Mgmt	For

	For		
	Sherry L. Cladouhos	Mgmt	For
	For		
	Jesus T. Espinoza	Mgmt	For
	For		
	Annie M. Goodwin	Mgmt	For
	For		
	Kristen L. Heck	Mgmt	For
	For		
	Michael B. Hormaechea	Mgmt	For
	For		
	Craig A. Langel	Mgmt	For
	For		
	Douglas J. McBride	Mgmt	For
	For		
2.	To vote on an advisory (non-binding)	Mgmt	For
	For		
	resolution to approve the compensation of		
	the Company's named executive officers.		
3.	To vote, in an advisory (non-binding)	Mgmt	1
Year	For		
	capacity, on the frequency of future		
	advisory votes on the compensation of the		
	Company's named executive officers.		
4.	To ratify the appointment of FORVIS, LLP as	Mgmt	For
	For		
	the Company's independent registered public		
	accounting firm for the fiscal year ending		
	December 31, 2023.		

 GRACO INC.

Agenda Number: 935780660

 Security: 384109104
 Meeting Type: Annual
 Meeting Date: 28-Apr-2023
 Ticker: GGG
 ISIN: US3841091040

Prop.#	Proposal	For/Against	Proposal
Proposal	Vote	Management	Type
1a.	Election of Director: Lee R. Mitau For		Mgmt For
1b.	Election of Director: Martha A. Morfitt For		Mgmt For
1c.	Election of Director: Mark W. Sheahan For		Mgmt For
1d.	Election of Director: Kevin J. Wheeler For		Mgmt For
2.	Ratification of appointment of Deloitte & Touche LLP as the Company's independent registered accounting firm. For		Mgmt For
3.	Approval, on an advisory basis, of the compensation paid to our named executive officers as disclosed in the Proxy Statement. For		Mgmt For
4. Year	Approval, on an advisory basis, of the frequency of the advisory vote on the compensation paid to our named executive officers. For		Mgmt 1

 H.B. FULLER COMPANY

Agenda Number: 935767080

 Security: 359694106
 Meeting Type: Annual
 Meeting Date: 06-Apr-2023
 Ticker: FUL
 ISIN: US3596941068

Prop.#	Proposal	For/Against	Proposal
Proposal	Vote	Management	Type
1.	DIRECTOR Daniel L. Florness	For	Mgmt For
	Lee R. Mitau	For	Mgmt For
	Teresa J. Rasmussen	For	Mgmt For
2.	The ratification of the appointment of Ernst & Young LLP as H.B. Fuller's independent registered public accounting firm for the fiscal year ending December 2, 2023.	For	Mgmt For
3.	A non-binding advisory vote to approve the compensation of our named executive officers as disclosed in the Proxy Statement.	For	Mgmt For
4. Year	A non-binding advisory vote on the frequency of an advisory vote on executive compensation of our named executive officers as disclosed in the Proxy Statement.	For	Mgmt 1
5.	Approval of the Second Amendment and Restatement of the H.B. Fuller Company 2020 Master Incentive Plan to increase shares and adopt certain other amendments.	For	Mgmt For

 HUB GROUP, INC.
 Agenda Number: 935811112

Security: 443320106

Meeting Type: Annual
Meeting Date: 25-May-2023
Ticker: HUBG
ISIN: US4433201062

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1.	DIRECTOR			
	David P. Yeager	For	Mgmt	For
	Phillip D. Yeager	For	Mgmt	For
	Peter B. McNitt	For	Mgmt	For
	Mary H. Boosalis	For	Mgmt	For
	Lisa Dykstra	For	Mgmt	For
	Michael E. Flannery	For	Mgmt	For
	James C. Kenny	For	Mgmt	For
	Jenell R. Ross	For	Mgmt	For
	Martin P. Slark	For	Mgmt	For
	Gary Yablon	For	Mgmt	For
2.	Advisory vote to approve executive compensation.	For	Mgmt	For
3. Year	Advisory vote on the frequency of the advisory vote on executive compensation.	For	Mgmt	1
4.	Ratification of the appointment of Ernst & Young LLP as Hub Group's independent registered accounting firm for fiscal year 2023.	For	Mgmt	For
5.	Approval of amendment to Hub Group, Inc.	For	Mgmt	For

amended and restated certificate of
incorporation.

INSPIRE MEDICAL SYSTEMS, INC.
Agenda Number: 935779023

Security: 457730109
Meeting Type: Annual
Meeting Date: 27-Apr-2023
Ticker: INSP
ISIN: US4577301090

Prop.#	Proposal	For/Against	Proposal	
	Proposal		Type	
	Vote			
		Management		
1.	DIRECTOR			
	Cynthia B. Burks	For	Mgmt	For
	Gary L. Ellis	For	Mgmt	For
	G.G. Melenikiotou	For	Mgmt	For
	Dana G. Mead	For	Mgmt	For
2.	Ratification of the appointment of Ernst & Young LLP as the Company's independent registered public accounting firm for 2023.	For	Mgmt	For
3.	Approval, on an advisory (non-binding) basis, of the compensation of the Company's named executive officers.	For	Mgmt	For

JAMF HOLDING CORP

Agenda Number: 935814738

Security: 47074L105
Meeting Type: Annual
Meeting Date: 23-May-2023
Ticker: JAMF
ISIN: US47074L1052

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote		Type	
		Management		
1.	DIRECTOR Andre Durand	For	Mgmt	For
	Kevin Klausmeyer	For	Mgmt	For
	Vina Leite	For	Mgmt	For
2.	To approve, by an advisory vote, Jamf Holding Corp.'s executive compensation (i.e., "say-on-pay" proposal).	For	Mgmt	For
3.	To ratify the appointment of Ernst & Young LLP as Jamf's independent registered public accounting firm for the year ending December 31, 2023.	For	Mgmt	For

JOHN BEAN TECHNOLOGIES CORPORATION

Agenda Number: 935792538

Security: 477839104
Meeting Type: Annual
Meeting Date: 12-May-2023
Ticker: JBT
ISIN: US4778391049

Prop.#	Proposal	For/Against	Proposal	
Proposal Vote		Management	Type	
1a.	Election of Director: Barbara L. Brasier	For	Mgmt	For
1b.	Election of Director: Brian A. Deck	For	Mgmt	For
1c.	Election of Director: Polly B. Kawalek	For	Mgmt	For
2.	Approve the amendment and restatement of the company's certificate of incorporation to declassify the company's Board of Directors.	For	Mgmt	For
3.	Approve, on an advisory basis, a non-binding resolution regarding the compensation of the company's named executive officers.	For	Mgmt	For
4. Year	Approve, on an advisory basis, a non-binding resolution regarding the frequency of future advisory votes regarding the compensation of the company's named executive officers.	For	Mgmt	1
5.	Ratify the appointment of PricewaterhouseCoopers LLP as the company's independent registered public accounting firm for 2023.	For	Mgmt	For

LITTELFUSE, INC.

Agenda Number: 935774605

 Security: 537008104
 Meeting Type: Annual
 Meeting Date: 27-Apr-2023
 Ticker: LFUS
 ISIN: US5370081045

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1a.	Election of Director: Kristina A. Cerniglia	For	Mgmt	For
1b.	Election of Director: Tzau-Jin Chung	For	Mgmt	For
1c.	Election of Director: Cary T. Fu	For	Mgmt	For
1d.	Election of Director: Maria C. Green	For	Mgmt	For
1e.	Election of Director: Anthony Grillo	For	Mgmt	For
1f.	Election of Director: David W. Heinzmann	For	Mgmt	For
1g.	Election of Director: Gordon Hunter	For	Mgmt	For
1h.	Election of Director: William P. Noglows	For	Mgmt	For
2.	Approve, on an advisory basis, the compensation of the Company's named executive officers.	For	Mgmt	For
3.	Advisory vote on the frequency of future advisory votes on the compensation of our named executive officers.	For	Mgmt	1
4.	Approve the First Amendment to the Amended	For	Mgmt	For

and Restated LittelFuse, Inc. Long-Term Incentive Plan to increase the number of shares authorized for issuance under the plan, and to make certain other changes to the plan.

- | | | | |
|----|--|-------------|-----|
| 5. | Approve and ratify the appointment of Grant Thornton LLP as the Company's independent auditors for 2023. | Mgmt
For | For |
|----|--|-------------|-----|

 MEDPACE HOLDINGS, INC.
 Agenda Number: 935806680

Security: 58506Q109
 Meeting Type: Annual
 Meeting Date: 19-May-2023
 Ticker: MEDP
 ISIN: US58506Q1094

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1.	DIRECTOR Brian T. Carley	For	Mgmt	For
	F. H. Gwadry-Sridhar	For	Mgmt	For
	Robert O. Kraft	For	Mgmt	For
2.	To ratify the appointment of Deloitte & Touche LLP as our independent registered public accounting firm for the fiscal year ending December 31, 2023.	For	Mgmt	For
3.	To approve, on an advisory basis, the compensation of our named executive	For	Mgmt	For

officers as disclosed in the proxy statement for the 2023 Annual Meeting.

 MGP INGREDIENTS, INC.
 Agenda Number: 935825589

Security: 55303J106
 Meeting Type: Annual
 Meeting Date: 25-May-2023
 Ticker: MGPI
 ISIN: US55303J1060

Prop.# Proposal	For/Against	Proposal	
Proposal Vote	Management	Type	
1a.	Election of Director: Thomas A. Gerke For	Mgmt	For
1b.	Election of Director: Donn Lux For	Mgmt	For
1c.	Election of Director: Kevin S. Rauckman For	Mgmt	For
1d.	Election of Director: Todd B. Siwak For	Mgmt	For
2.	To ratify the appointment of KPMG LLP as For the Company's independent registered public accounting firm.	Mgmt	For
3.	To adopt an advisory resolution to approve For the compensation of our named executive officers.	Mgmt	For
4. Year	To approve, on an advisory basis, the For frequency of future advisory votes on	Mgmt	1

executive compensation.

NORTHWESTERN CORPORATION

Agenda Number: 935781927

Security: 668074305
Meeting Type: Annual
Meeting Date: 28-Apr-2023
Ticker: NWE
ISIN: US6680743050

Prop.#	Proposal	For/Against	Proposal	
	Proposal Vote	Management	Type	
1.	DIRECTOR			
	Brian Bird	For	Mgmt	For
	Anthony Clark	For	Mgmt	For
	Dana Dykhouse	For	Mgmt	For
	Sherina Edwards	For	Mgmt	For
	Jan Horsfall	For	Mgmt	For
	Britt Ide	For	Mgmt	For
	Kent Larson	For	Mgmt	For
	Linda Sullivan	For	Mgmt	For
	Mahvash Yazdi	For	Mgmt	For
	Jeffrey Yingling	For	Mgmt	For
2.	Ratification of Deloitte & Touche LLP as the independent registered public accounting firm for 2023.	For	Mgmt	For

- | | | | |
|------------|---|------|-----|
| 3. | Advisory vote to approve named executive
For
officer compensation. | Mgmt | For |
| 4.
Year | Advisory vote on the frequency of the
For
advisory votes on executive compensation. | Mgmt | 1 |

 NVENT ELECTRIC PLC
 Agenda Number: 935795635

Security: G6700G107
 Meeting Type: Annual
 Meeting Date: 12-May-2023
 Ticker: NVT
 ISIN: IE00BDVJJQ56

Prop.# Proposal	For/Against	Proposal	
Proposal Vote	Management	Type	
1a.	Election of Director: Sherry A. Aaholm For	Mgmt	For
1b.	Election of Director: Jerry W. Burris For	Mgmt	For
1c.	Election of Director: Susan M. Cameron For	Mgmt	For
1d.	Election of Director: Michael L. Ducker For	Mgmt	For
1e.	Election of Director: Randall J. Hogan For	Mgmt	For
1f.	Election of Director: Danita K. Ostling For	Mgmt	For
1g.	Election of Director: Nicola Palmer	Mgmt	For

For

- | | | | |
|-----|--|------|-----|
| 1h. | Election of Director: Herbert K. Parker
For | Mgmt | For |
| 1i. | Election of Director: Greg Scheu
For | Mgmt | For |
| 1j. | Election of Director: Beth A. Wozniak
For | Mgmt | For |
| 2. | Approve, by Non-Binding Advisory Vote, the
For
Compensation of the Named Executive
Officers. | Mgmt | For |
| 3. | Ratify, by Non-Binding Advisory Vote, the
For
Appointment of Deloitte & Touche LLP as the
Independent Auditor and Authorize, by
Binding Vote, the Audit and Finance
Committee of the Board of Directors to Set
the Auditor's Remuneration. | Mgmt | For |
| 4. | Authorize the Board of Directors to Allot
For
and Issue New Shares under Irish Law. | Mgmt | For |
| 5. | Authorize the Board of Directors to Opt Out
For
of Statutory Preemption Rights under Irish
Law. | Mgmt | For |
| 6. | Authorize the Price Range at which nVent
For
Electric plc Can Re-allot Shares it Holds
as Treasury Shares under Irish Law. | Mgmt | For |

OSHKOSH CORPORATION

Agenda Number: 935784935

Security: 688239201
Meeting Type: Annual
Meeting Date: 03-May-2023

Ticker: OSK
 ISIN: US6882392011

Prop.#	Proposal	For/Against	Proposal	
Proposal Vote		Management	Type	
1.	DIRECTOR			
	Keith J. Allman	For	Mgmt	For
	Douglas L. Davis	For	Mgmt	For
	Tyrone M. Jordan	For	Mgmt	For
	K. Metcalf-Kupres	For	Mgmt	For
	Stephen D. Newlin	For	Mgmt	For
	Duncan J. Palmer	For	Mgmt	For
	David G. Perkins	For	Mgmt	For
	John C. Pfeifer	For	Mgmt	For
	Sandra E. Rowland	For	Mgmt	For
	John S. Shiely	For	Mgmt	For
2.	Ratification of the appointment of Deloitte & Touche LLP, an independent registered public accounting firm, as the Company's independent auditors for fiscal 2023.	For	Mgmt	For
3.	Approval, by advisory vote, of the compensation of the Company's named executive officers.	For	Mgmt	For
4.	Approval, by advisory vote, of the frequency of the advisory vote on the compensation of the Company's named executive officers.	For	Mgmt	1
5.	To vote on a shareholder proposal on the		Shr	

Against For
subject of majority voting for directors.

PHYSICIANS REALTY TRUST
Agenda Number: 935781319

Security: 71943U104
Meeting Type: Annual
Meeting Date: 03-May-2023
Ticker: DOC
ISIN: US71943U1043

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1.1	Election of Trustee: John T. Thomas	For	Mgmt	For
1.2	Election of Trustee: Tommy G. Thompson	For	Mgmt	For
1.3	Election of Trustee: Stanton D. Anderson	For	Mgmt	For
1.4	Election of Trustee: Mark A. Baumgartner	For	Mgmt	For
1.5	Election of Trustee: Albert C. Black, Jr.	For	Mgmt	For
1.6	Election of Trustee: William A. Ebinger, M.D.	For	Mgmt	For
1.7	Election of Trustee: Pamela J. Kessler	For	Mgmt	For
1.8	Election of Trustee: Ava E. Lias-Booker	For	Mgmt	For

- | | | | |
|-----|---|------|-----|
| 1.9 | Election of Trustee: Richard A. Weiss
For | Mgmt | For |
| 2. | To ratify the appointment of Ernst & Young
For
LLP as the Company's independent registered
public accounting firm for the fiscal year
ending December 31, 2023. | Mgmt | For |
| 3. | To approve, on a non-binding advisory
For
basis, the compensation of the Company's
named executive officers. | Mgmt | For |
| 4. | To approve the Amended and Restated
For
Physicians Realty Trust 2013 Equity
Incentive Plan. | Mgmt | For |
| 5. | To approve the Amended and Restated
For
Physicians Realty Trust 2015 Employee Stock
Purchase Plan. | Mgmt | For |

 PIPER SANDLER COMPANIES
 Agenda Number: 935803824

Security: 724078100
 Meeting Type: Annual
 Meeting Date: 17-May-2023
 Ticker: PIPR
 ISIN: US7240781002

- | Prop.# Proposal | For/Against | Proposal | |
|-----------------|--|----------|-----|
| Proposal Vote | Management | Type | |
| 1a. | Election of Director: Chad R. Abraham
For | Mgmt | For |
| 1b. | Election of Director: Jonathan J. Doyle | Mgmt | For |

	For		
1c.	Election of Director: William R. Fitzgerald For	Mgmt	For
1d.	Election of Director: Victoria M. Holt For	Mgmt	For
1e.	Election of Director: Robbin Mitchell For	Mgmt	For
1f.	Election of Director: Thomas S. Schreier For	Mgmt	For
1g.	Election of Director: Sherry M. Smith For	Mgmt	For
1h.	Election of Director: Philip E. Soran For	Mgmt	For
1i.	Election of Director: Brian R. Sterling For	Mgmt	For
1j.	Election of Director: Scott C. Taylor For	Mgmt	For
2.	Ratification of the selection of Ernst & For Young LLP as the independent auditor for the fiscal year ending December 31, 2023.	Mgmt	For
3.	An advisory (non-binding) vote to approve For the compensation of the officers disclosed in the enclosed proxy statement, or say- on-pay vote.	Mgmt	For
4. Year	An advisory (non-binding) vote to recommend For the frequency of future say-on-pay votes.	Mgmt	1
5.	Approval of an amendment to the Amended and For Restated 2003 Annual and Long-Term Incentive Plan.	Mgmt	For
6.	Approval of an amendment to the Amended and For Restated Certificate of Incorporation of Piper Sandler Companies.	Mgmt	For

PLEXUS CORP.

Agenda Number: 935750908

Security: 729132100
Meeting Type: Annual
Meeting Date: 15-Feb-2023
Ticker: PLXS
ISIN: US7291321005

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1.	DIRECTOR			
	Joann M. Eisenhart	For	Mgmt	For
	Dean A. Foate	For	Mgmt	For
	Rainer Jueckstock	For	Mgmt	For
	Peter Kelly	For	Mgmt	For
	Todd P. Kelsey	For	Mgmt	For
	Randy J. Martinez	For	Mgmt	For
	Joel Quadracci	For	Mgmt	For
	Karen M. Rapp	For	Mgmt	For
	Paul A. Rooke	For	Mgmt	For
	Michael V. Schrock	For	Mgmt	For
	Jennifer Wuamett	For	Mgmt	For
2.	Advisory vote to approve the compensation of Plexus Corp.'s named executive officers,	For	Mgmt	For

as disclosed in "Compensation Discussion and Analysis" and "Executive Compensation" in the Proxy Statement.

- | | | | |
|----|--|------|-----|
| 3. | Advisory vote to approve the frequency of
Year For
future advisory votes to approve executive
compensation. | Mgmt | 1 |
| 4. | Ratification of PricewaterhouseCoopers LLP
For
as Independent Auditors for fiscal 2023. | Mgmt | For |

 POLARIS INC.
 Agenda Number: 935782070

 Security: 731068102
 Meeting Type: Annual
 Meeting Date: 27-Apr-2023
 Ticker: PII
 ISIN: US7310681025

- | Prop.# | Proposal | For/Against | Proposal | |
|----------|---|-------------|----------|-----|
| Proposal | Vote | Management | Type | |
| 1a. | Election of Class II Director: George W.
Bilicic | For | Mgmt | For |
| 1b. | Election of Class II Director: Gary E.
Hendrickson | For | Mgmt | For |
| 1c. | Election of Class II Director: Gwenne A.
Henricks | For | Mgmt | For |
| 2. | Advisory vote to approve the compensation
For
of the Company's Named Executive Officers | | Mgmt | For |

3.	Advisory vote on the frequency of future Year For votes to approve the compensation of our Named Executive Officers	Mgmt	1
4.	Reincorporation of the Company from For Minnesota to Delaware	Mgmt	For
5.	Adoption of an exclusive forum provision in For the Delaware Bylaws	Mgmt	For
6.	Adoption of officer exculpation provision For in the Delaware Certificate of Incorporation	Mgmt	For
7.	Ratification of the selection of Ernst & For Young LLP as our independent registered public accounting firm for fiscal 2023	Mgmt	For

 PROTO LABS, INC.
 Agenda Number: 935690037

Security: 743713109
 Meeting Type: Special
 Meeting Date: 29-Aug-2022
 Ticker: PRLB
 ISIN: US7437131094

Prop.# Proposal	For/Against	Proposal
Proposal Vote	Management	Type
1.	To approve the Proto Labs, Inc. 2022 For Long-Term Incentive Plan.	Mgmt For

2.	To approve one or more adjournments of the For Special Meeting to a later date or dates if necessary or appropriate to solicit additional proxies if there are insufficient votes to approve Proposal 1 at the time of the Special Meeting.	Mgmt	For
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 QCR HOLDINGS, INC.
 Agenda Number: 935812330

Security: 74727A104
 Meeting Type: Annual
 Meeting Date: 18-May-2023
 Ticker: QCRH
 ISIN: US74727A1043

Prop.#	Proposal	For/Against	Proposal
Proposal	Vote	Management	Type
1.	DIRECTOR James M. Field John F. Griesemer Elizabeth S. Jacobs Marie Z. Ziegler	For For For For	Mgmt Mgmt Mgmt Mgmt
2.	To approve in a non-binding, advisory vote, For the compensation of certain executive officers, which is referred to as a "say-on- pay" vote.	For	Mgmt For
3.	To ratify the appointment of RSM US LLP as For QCR Holdings, Inc.'s independent registered public accounting firm for the fiscal year	For	Mgmt For

ending December 31, 2023.

SKYWATER TECHNOLOGY, INC.
Agenda Number: 935827406

Security: 83089J108
Meeting Type: Annual
Meeting Date: 07-Jun-2023
Ticker: SKYT
ISIN: US83089J1088

Prop.#	Proposal	For/Against	Proposal	
Proposal			Type	
Vote		Management		
1a.	Election of Director: Nancy Fares	For	Mgmt	For
1b.	Election of Director: Gregory B. Graves	For	Mgmt	For
1c.	Election of Director: John T. Kurtzweil	For	Mgmt	For
1d.	Election of Director: Chunyi (Amy) Leong	For	Mgmt	For
1e.	Election of Director: Thomas R. Lujan	For	Mgmt	For
1f.	Election of Director: Gary J. Obermiller	For	Mgmt	For
1g.	Election of Director: Thomas Sonderman	For	Mgmt	For
1h.	Election of Director: Loren A. Unterseher	For	Mgmt	For
2.	To ratify the appointment of Deloitte &	For	Mgmt	For

Touche LLP as our independent registered public accounting firm for fiscal 2023.

- | | | | |
|----|--|------|-----|
| 3. | To approve an amendment and restatement of
For
the SkyWater Technology, Inc. 2021 Equity
Incentive Plan. | Mgmt | For |
| 4. | To approve an amendment and restatement of
For
the SkyWater Technology, Inc. 2021 Employee
Stock Purchase Plan. | Mgmt | For |

 SLEEP NUMBER CORPORATION
 Agenda Number: 935788084

Security: 83125X103
 Meeting Type: Annual
 Meeting Date: 11-May-2023
 Ticker: SNBR
 ISIN: US83125X1037

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote		Type	
		Management		
1.	DIRECTOR Phillip M. Eyler	For	Mgmt	For
	Julie M. Howard	For	Mgmt	For
	Angel L. Mendez	For	Mgmt	For
2.	Advisory Vote on Executive Compensation (Say-on-Pay)	For	Mgmt	For
3. Year	Advisory Vote on Frequency of Future Advisory Votes on Executive Compensation	For	Mgmt	1

(Say-on-Pay)

4.	Ratification of Selection of Deloitte & For Touche LLP as Independent Registered Public Accounting Firm	Mgmt	For
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SURMODICS, INC.

Agenda Number: 935751227

Security: 868873100
Meeting Type: Annual
Meeting Date: 09-Feb-2023
Ticker: SRDX
ISIN: US8688731004

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1.	DIRECTOR Susan E. Knight	For	Mgmt	For
	José H. Bedoya	For	Mgmt	For
2.	Set the number of directors at six (6).	For	Mgmt	For
3.	Ratify the appointment of Deloitte & Touche For LLP as Surmodics' independent registered public accounting firm for fiscal year 2023.		Mgmt	For
4.	Approve, in a non-binding advisory vote, For the Company's executive compensation.		Mgmt	For
5. Year	Approve, in a non-binding advisory vote, For		Mgmt	1

the frequency of the non-binding shareholder advisory vote on executive compensation.

- | | | | |
|----|---|------|-----|
| 6. | Approve an amendment to the Surmodics, Inc.
For
2019 Equity Incentive Plan. | Mgmt | For |
|----|---|------|-----|

TENNANT COMPANY

Agenda Number: 935776611

Security: 880345103
Meeting Type: Annual
Meeting Date: 25-Apr-2023
Ticker: TNC
ISIN: US8803451033

Prop.#	Proposal	For/Against	Proposal
Proposal	Vote	Management	Type
1a.	Election of Director: Carol S. Eicher For		Mgmt For
1b.	Election of Director: Maria C. Green For		Mgmt For
1c.	Election of Director: Donal L. Mulligan For		Mgmt For
1d.	Election of Director: Andrew P. Hider For		Mgmt For
2.	Ratification of the appointment of Deloitte For & Touche LLP as the independent registered public accounting firm of the Company for the year ending December 31, 2023.		Mgmt For
3.	Advisory approval of executive For		Mgmt For

compensation.

4.	Advisory approval on the frequency of Year For future advisory executive compensation approvals.	Mgmt	1
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THE AZEK COMPANY INC.

Agenda Number: 935756582

Security: 05478C105
Meeting Type: Annual
Meeting Date: 28-Feb-2023
Ticker: AZEK
ISIN: US05478C1053

Prop.#	Proposal	Proposal	
Proposal	Vote	For/Against	Type
		Management	
1.	DIRECTOR Gary Hendrickson Howard Heckes Bennett Rosenthal Jesse Singh	For For For For	Mgmt Mgmt Mgmt Mgmt For
2.	To ratify the appointment of For PricewaterhouseCoopers LLP as our independent registered public accounting firm for our fiscal year ending September 30, 2023.		Mgmt For
3.	To approve, on an advisory, non-binding For basis, the compensation of our named executive officers.		Mgmt For

4.	To approve an amendment to our restated For certificate of incorporation to limit the liability of certain officers of the Company as permitted by recent amendments to Delaware law.	Mgmt	For
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 THE MARCUS CORPORATION
 Agenda Number: 935791942

Security: 566330106
 Meeting Type: Annual
 Meeting Date: 23-May-2023
 Ticker: MCS
 ISIN: US5663301068

Prop.#	Proposal	For/Against	Proposal
Proposal	Vote	Management	Type
1.	DIRECTOR		
	Stephen H. Marcus	For	Mgmt For
	Gregory S. Marcus	For	Mgmt For
	Diane Marcus Gershowitz	For	Mgmt For
	Allan H. Selig	For	Mgmt For
	Timothy E. Hoeksema	For	Mgmt For
	Bruce J. Olson	For	Mgmt For
	Philip L. Milstein	For	Mgmt For
	Brian J. Stark	For	Mgmt For
	Katherine M. Gehl	For	Mgmt For
	Austin M. Ramirez	For	Mgmt For

For

- | | | | |
|------------|---|------|-----|
| 2. | To approve, by advisory vote, the
For
compensation of our named executive
officers. | Mgmt | For |
| 3.
Year | To determine, by advisory vote, the
For
frequency of the advisory vote on the
compensation of our named executive
officers. | Mgmt | 1 |
| 4. | To ratify the selection of Deloitte &
For
Touche LLP as our independent auditor for
our fiscal year ending December 28, 2023. | Mgmt | For |

THE TORO COMPANY

Agenda Number: 935762143

Security: 891092108
Meeting Type: Annual
Meeting Date: 21-Mar-2023
Ticker: TTC
ISIN: US8910921084

- | Prop.# | Proposal | For/Against | Proposal | |
|--------|---|-------------|----------|-----|
| | Proposal | | Type | |
| | Vote | | | |
| | | Management | | |
| 1. | DIRECTOR | | | |
| | Jeffrey M. Ettinger | For | Mgmt | For |
| | Eric P. Hansotia | For | Mgmt | For |
| | D. Christian Koch | For | Mgmt | For |
| 2. | Ratification of the selection of KPMG LLP | For | Mgmt | For |

as our independent registered public accounting firm for our fiscal year ending October 31, 2023.

- | | | | |
|------------|---|------|-----|
| 3. | Approval of, on an advisory basis, our
For
executive compensation. | Mgmt | For |
| 4.
Year | Approval of, on an advisory basis, the
For
frequency of the advisory approval of our
executive compensation. | Mgmt | 1 |

 WINTRUST FINANCIAL CORPORATION
 Agenda Number: 935815362

Security: 97650W108
 Meeting Type: Annual
 Meeting Date: 25-May-2023
 Ticker: WTFC
 ISIN: US97650W1080

- | Prop.# Proposal | For/Against | Proposal | |
|-----------------|--|----------|-----|
| Proposal Vote | Management | Type | |
| 1a. | Election of Director: Elizabeth H. Connelly
For | Mgmt | For |
| 1b. | Election of Director: Timothy S. Crane
For | Mgmt | For |
| 1c. | Election of Director: Peter D. Crist
For | Mgmt | For |
| 1d. | Election of Director: William J. Doyle
For | Mgmt | For |
| 1e. | Election of Director: Marla F. Glabe
For | Mgmt | For |

1f.	Election of Director: H. Patrick Hackett, For Jr.	Mgmt	For
1g.	Election of Director: Scott K. Heitmann For	Mgmt	For
1h.	Election of Director: Brian A. Kenney For	Mgmt	For
1i.	Election of Director: Deborah L. Hall For Lefevre	Mgmt	For
1j.	Election of Director: Suzet M. McKinney For	Mgmt	For
1k.	Election of Director: Gary D. "Joe" Sweeney For	Mgmt	For
1l.	Election of Director: Karin Gustafson For Teglia	Mgmt	For
1m.	Election of Director: Alex E. Washington, For III	Mgmt	For
1n.	Election of Director: Edward J. Wehmer For	Mgmt	For
2.	Proposal to approve, on an advisory For (non-binding) basis, the Company's executive compensation as described in the 2023 Proxy Statement.	Mgmt	For
3. Year	Proposal to approve, on an advisory For (non-binding) basis, the frequency of future shareholder advisory votes to approve the Company's executive compensation every one, two or three years.	Mgmt	1
4.	Proposal to ratify the appointment of Ernst For & Young LLP to serve as the independent registered public accounting firm for fiscal year 2023.	Mgmt	For

WORKIVA INC.

Agenda Number: 935824727

Security: 98139A105
Meeting Type: Annual
Meeting Date: 30-May-2023
Ticker: WK
ISIN: US98139A1051

Prop.#	Proposal	For/Against	Proposal	
Proposal	Vote	Management	Type	
1.1	Election of Director: Michael M. Crow, Ph.D.	For	Mgmt	For
1.2	Election of Director: Julie Iskow	For	Mgmt	For
2.	Approval, on an advisory basis, of the For compensation of Workiva's named executive officers.	For	Mgmt	For
3.	Ratification of the appointment of Ernst & For Young LLP as our independent registered public accounting firm for 2023.	For	Mgmt	For

* Management position unknown

</TABLE>

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SIGNATURES

Pursuant to the requirements of the Investment Company Act of 1940, the

registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

(Registrant)	Trust for Professional Managers
By (Signature)	/s/ John Buckel
Name	John Buckel
Title	President
Date	08/07/2023



8/9/2023