

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, DC 20549

FORM N-PX

**ANNUAL REPORT OF PROXY VOTING RECORD OF REGISTERED MANAGEMENT
INVESTMENT COMPANY**

Investment Company Act file number: 811-08062

Nicholas Equity Income Fund, Inc.

(Exact name of registrant as specified in charter)

411 East Wisconsin Avenue, Suite 2100
Milwaukee, Wisconsin 53202

(Address of principle executive offices)

Jennifer R. Kloehn, Senior Vice President & Treasurer
411 East Wisconsin Avenue, Suite 2100
Milwaukee, Wisconsin 53202

(Name and address of agent for service)

Registrant's telephone number, including area code: 414-272-4650

Date of Fiscal year-end: 03/31/2024

Date of reporting period: 07/01/2022 - 06/30/2023

Item 1. Proxy Voting Record

Account Name: Nicholas Equity Income Fund, Inc.

ABBOTT LABORATORIES

Ticker: ABT Security ID: 002824100
Meeting Date: APR 28, 2023 Meeting Type: Annual
Record Date: MAR 01, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Robert J. Alpern	For	For	Management
1.2	Elect Director Claire Babineaux-Fontenot	For	For	Management
1.3	Elect Director Sally E. Blount	For	For	Management
1.4	Elect Director Robert B. Ford	For	For	Management
1.5	Elect Director Paola Gonzalez	For	For	Management
1.6	Elect Director Michelle A. Kumbier	For	For	Management
1.7	Elect Director Darren W. McDew	For	For	Management
1.8	Elect Director Nancy McKinstry	For	For	Management
1.9	Elect Director Michael G. O'Grady	For	For	Management
1.10	Elect Director Michael F. Roman	For	For	Management
1.11	Elect Director Daniel J. Starks	For	For	Management
1.12	Elect Director John G. Stratton	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	Against	Shareholder
6	Require Independent Board Chair	Against	Against	Shareholder
7	Report on Lobbying Payments and Policy	Against	Against	Shareholder
8	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	Against	Against	Shareholder

ABBVIE INC.

Ticker: ABBV Security ID: 00287Y109
Meeting Date: MAY 05, 2023 Meeting Type: Annual
Record Date: MAR 06, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Robert J. Alpern	For	For	Management
1.2	Elect Director Melody B. Meyer	For	For	Management
1.3	Elect Director Frederick H. Waddell	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Eliminate Supermajority Vote Requirement	For	For	Management
5	Adopt Simple Majority Vote	Against	For	Shareholder
6	Report on Congruency of Political Spending with Company Values and Priorities	Against	Against	Shareholder
7	Report on Lobbying Payments and Policy	Against	For	Shareholder
8	Report on Impact of Extended Patent Exclusivities on Product Access	Against	For	Shareholder

AIR PRODUCTS AND CHEMICALS, INC.

Ticker: APD Security ID: 009158106
Meeting Date: JAN 26, 2023 Meeting Type: Annual
Record Date: NOV 30, 2022

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Tonit M. Calaway	For	For	Management
1b	Elect Director Charles I. Cogut	For	For	Management
1c	Elect Director Lisa A. Davis	For	For	Management
1d	Elect Director Seifollah (Seifi) Ghasemi	For	For	Management
1e	Elect Director David H. Y. Ho	For	For	Management
1f	Elect Director Edward L. Monser	For	For	Management
1g	Elect Director Matthew H. Paull	For	For	Management
1h	Elect Director Wayne T. Smith	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify Deloitte & Touche LLP as Auditors	For	For	Management

AMERICAN TOWER CORPORATION

Ticker: AMT Security ID: 03027X100
Meeting Date: MAY 24, 2023 Meeting Type: Annual
Record Date: MAR 27, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Thomas A. Bartlett	For	For	Management
1b	Elect Director Kelly C. Chambliss	For	For	Management
1c	Elect Director Teresa H. Clarke	For	For	Management
1d	Elect Director Raymond P. Dolan	For	For	Management
1e	Elect Director Kenneth R. Frank	For	For	Management
1f	Elect Director Robert D. Hormats	For	For	Management
1g	Elect Director Grace D. Lieblein	For	For	Management
1h	Elect Director Craig Macnab	For	For	Management
1i	Elect Director JoAnn A. Reed	For	For	Management
1j	Elect Director Pamela D. A. Reeve	For	For	Management
1k	Elect Director Bruce L. Tanner	For	For	Management
1l	Elect Director Samme L. Thompson	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management

ANALOG DEVICES, INC.

Ticker: ADI Security ID: 032654105
Meeting Date: MAR 08, 2023 Meeting Type: Annual
Record Date: JAN 03, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Vincent Roche	For	For	Management
1b	Elect Director James A. Champy	For	For	Management
1c	Elect Director Andre Andonian	For	For	Management
1d	Elect Director Anantha P. Chandrakasan	For	For	Management
1e	Elect Director Edward H. Frank	For	For	Management
1f	Elect Director Laurie H. Glimcher	For	For	Management
1g	Elect Director Karen M. Golz	For	For	Management
1h	Elect Director Mercedes Johnson	For	For	Management
1i	Elect Director Kenton J. Sicchitano	For	For	Management
1j	Elect Director Ray Stata	For	For	Management
1k	Elect Director Susie Wee	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify Ernst & Young LLP as Auditors	For	For	Management

ASTRAZENECA PLC

Ticker: AZN Security ID: 046353108
Meeting Date: APR 27, 2023 Meeting Type: Annual
Record Date: APR 04, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Accept Financial Statements and Statutory Reports	For	For	Management
2	Approve Dividends	For	For	Management
3	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	Management
4	Authorise Board to Fix Remuneration of Auditors	For	For	Management
5a	Re-elect Michel Demare as Director	For	For	Management
5b	Re-elect Pascal Soriot as Director	For	For	Management
5c	Re-elect Aradhana Sarin as Director	For	For	Management
5d	Re-elect Philip Broadley as Director	For	For	Management
5e	Re-elect Euan Ashley as Director	For	For	Management
5f	Re-elect Deborah DiSanzo as Director	For	For	Management
5g	Re-elect Diana Layfield as Director	For	For	Management
5h	Re-elect Sheri McCoy as Director	For	For	Management
5i	Re-elect Tony Mok as Director	For	For	Management
5j	Re-elect Nazneen Rahman as Director	For	For	Management
5k	Re-elect Andreas Rummelt as Director	For	For	Management
5l	Re-elect Marcus Wallenberg as Director	For	For	Management
6	Approve Remuneration Report	For	For	Management
7	Authorise UK Political Donations and Expenditure	For	For	Management
8	Authorise Issue of Equity	For	For	Management
9	Authorise Issue of Equity without Pre-emptive Rights	For	For	Management
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	Management
11	Authorise Market Purchase of Ordinary Shares	For	For	Management
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	Management
13	Adopt New Articles of Association	For	For	Management

EVERY DENNISON CORPORATION

Ticker: AVY Security ID: 053611109
Meeting Date: APR 27, 2023 Meeting Type: Annual
Record Date: FEB 27, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Bradley A. Alford	For	For	Management
1b	Elect Director Anthony K. Anderson	For	For	Management
1c	Elect Director Mitchell R. Butier	For	For	Management
1d	Elect Director Ken C. Hicks	For	For	Management
1e	Elect Director Andres A. Lopez	For	For	Management
1f	Elect Director Francesca Reverberi	For	For	Management
1g	Elect Director Patrick T. Siewert	For	For	Management
1h	Elect Director Julia A. Stewart	For	For	Management
1i	Elect Director Martha N. Sullivan	For	For	Management
1j	Elect Director William R. Wagner	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management

BALL CORPORATION

Ticker: BALL Security ID: 058498106
Meeting Date: APR 26, 2023 Meeting Type: Annual
Record Date: MAR 01, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Cathy D. Ross	For	For	Management
1.2	Elect Director Betty J. Sapp	For	For	Management
1.3	Elect Director Stuart A. Taylor, II	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management

BLACKROCK, INC.

Ticker: BLK Security ID: 09247X101
Meeting Date: MAY 24, 2023 Meeting Type: Annual
Record Date: MAR 30, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Bader M. Alsaad	For	For	Management
1b	Elect Director Pamela Daley	For	For	Management
1c	Elect Director Laurence D. Fink	For	For	Management
1d	Elect Director William E. Ford	For	For	Management
1e	Elect Director Fabrizio Freda	For	For	Management
1f	Elect Director Murry S. Gerber	For	For	Management
1g	Elect Director Margaret "Peggy" L. Johnson	For	For	Management
1h	Elect Director Robert S. Kapito	For	For	Management

1i	Elect Director Cheryl D. Mills	For	For	Management
1j	Elect Director Gordon M. Nixon	For	For	Management
1k	Elect Director Kristin C. Peck	For	For	Management
1l	Elect Director Charles H. Robbins	For	For	Management
1m	Elect Director Marco Antonio Slim Domit	For	For	Management
1n	Elect Director Hans E. Vestberg	For	For	Management
1o	Elect Director Susan L. Wagner	For	For	Management
1p	Elect Director Mark Wilson	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
5	Report on Third-Party Civil Rights Audit	Against	Against	Shareholder
6	Report on Ability to Engineer Decarbonization in the Real Economy	Against	Against	Shareholder
7	Report on Societal Impacts of Aerospace & Defense Industry ETF	Against	Against	Shareholder

BROADCOM INC.

Ticker: AVGO Security ID: 11135F101
Meeting Date: APR 03, 2023 Meeting Type: Annual
Record Date: FEB 06, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Diane M. Bryant	For	For	Management
1b	Elect Director Gayla J. Delly	For	For	Management
1c	Elect Director Raul J. Fernandez	For	For	Management
1d	Elect Director Eddy W. Hartenstein	For	For	Management
1e	Elect Director Check Kian Low	For	For	Management
1f	Elect Director Justine F. Page	For	For	Management
1g	Elect Director Henry Samueli	For	For	Management
1h	Elect Director Hock E. Tan	For	For	Management
1i	Elect Director Harry L. You	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Amend Omnibus Stock Plan	For	Against	Management
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
5	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management

CEDAR FAIR, L.P.

Ticker: FUN Security ID: 150185106
Meeting Date: MAY 24, 2023 Meeting Type: Annual
Record Date: MAR 27, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Nina Barton	For	For	Management
1.2	Elect Director Matthew A. Ouimet	For	For	Management
1.3	Elect Director Richard A. Zimmerman	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

CHEVRON CORPORATION

Ticker: CVX Security ID: 166764100
Meeting Date: MAY 31, 2023 Meeting Type: Annual
Record Date: APR 03, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Wanda M. Austin	For	For	Management
1b	Elect Director John B. Frank	For	For	Management
1c	Elect Director Alice P. Gast	For	For	Management
1d	Elect Director Enrique Hernandez, Jr.	For	For	Management
1e	Elect Director Marillyn A. Hewson	For	For	Management
1f	Elect Director Jon M. Huntsman, Jr.	For	For	Management
1g	Elect Director Charles W. Moorman	For	For	Management
1h	Elect Director Dambisa F. Moyo	For	For	Management
1i	Elect Director Debra Reed-Klages	For	For	Management
1j	Elect Director D. James Umpleby, III	For	For	Management
1k	Elect Director Cynthia J. Warner	For	For	Management
1l	Elect Director Michael K. (Mike) Wirth	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Rescind Scope 3 GHG Reduction Proposal	Against	Against	Shareholder
6	Adopt Medium-Term Scope 3 GHG Reduction Target	Against	Against	Shareholder
7	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	Against	Against	Shareholder
8	Establish Board Committee on Decarbonization Risk	Against	Against	Shareholder
9	Report on Social Impact From Plant Closure or Energy Transition	Against	Against	Shareholder
10	Oversee and Report a Racial Equity Audit	Against	Against	Shareholder
11	Publish a Tax Transparency Report	Against	Against	Shareholder
12	Require Independent Board Chair	Against	Against	Shareholder

CHUBB LIMITED

Ticker: CB Security ID: H1467J104
Meeting Date: MAY 17, 2023 Meeting Type: Annual
Record Date: MAR 24, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Accept Financial Statements and Statutory Reports	For	For	Management
2.1	Allocate Disposable Profit	For	For	Management
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	For	For	Management
3	Approve Discharge of Board of Directors	For	For	Management
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	For	For	Management

4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	For	For	Management
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	For	For	Management
5.1	Elect Director Evan G. Greenberg	For	For	Management
5.2	Elect Director Michael P. Connors	For	Against	Management
5.3	Elect Director Michael G. Atieh	For	For	Management
5.4	Elect Director Kathy Bonanno	For	For	Management
5.5	Elect Director Nancy K. Buese	For	For	Management
5.6	Elect Director Sheila P. Burke	For	For	Management
5.7	Elect Director Michael L. Corbat	For	For	Management
5.8	Elect Director Robert J. Hugin	For	For	Management
5.9	Elect Director Robert W. Scully	For	For	Management
5.10	Elect Director Theodore E. Shasta	For	For	Management
5.11	Elect Director David H. Sidwell	For	For	Management
5.12	Elect Director Olivier Steimer	For	For	Management
5.13	Elect Director Frances F. Townsend	For	Against	Management
6	Elect Evan G. Greenberg as Board Chairman	For	Against	Management
7.1	Elect Michael P. Connors as Member of the Compensation Committee	For	For	Management
7.2	Elect David H. Sidwell as Member of the Compensation Committee	For	For	Management
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	For	For	Management
8	Designate Homburger AG as Independent Proxy	For	For	Management
9.1	Amend Articles Relating to Swiss Corporate Law Updates	For	For	Management
9.2	Amend Articles to Advance Notice Period	For	For	Management
10.1	Cancel Repurchased Shares	For	For	Management
10.2	Reduction of Par Value	For	For	Management
11.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	For	For	Management
11.2	Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024	For	For	Management
11.3	Approve Remuneration Report	For	For	Management
12	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
13	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
14	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	Against	For	Shareholder
15	Report on Human Rights Risk Assessment	Against	Against	Shareholder

CISCO SYSTEMS, INC.

Ticker: CSCO Security ID: 17275R102
Meeting Date: DEC 08, 2022 Meeting Type: Annual
Record Date: OCT 10, 2022

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director M. Michele Burns	For	For	Management
1b	Elect Director Wesley G. Bush	For	For	Management
1c	Elect Director Michael D. Capellas	For	For	Management
1d	Elect Director Mark Garrett	For	For	Management
1e	Elect Director John D. Harris, II	For	For	Management
1f	Elect Director Kristina M. Johnson	For	For	Management

1g	Elect Director Roderick C. McGeary	For	For	Management
1h	Elect Director Sarah Rae Murphy	For	For	Management
1i	Elect Director Charles H. Robbins	For	For	Management
1j	Elect Director Brenton L. Saunders	For	For	Management
1k	Elect Director Lisa T. Su	For	For	Management
1l	Elect Director Marianna Tessel	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
4	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	Against	Against	Shareholder

CME GROUP INC.

Ticker: CME Security ID: 12572Q105
Meeting Date: MAY 04, 2023 Meeting Type: Annual
Record Date: MAR 06, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Terrence A. Duffy	For	For	Management
1b	Elect Director Kathryn Benesh	For	For	Management
1c	Elect Director Timothy S. Bitsberger	For	Against	Management
1d	Elect Director Charles P. Carey	For	Against	Management
1e	Elect Director Bryan T. Durkin	For	For	Management
1f	Elect Director Harold Ford, Jr.	For	For	Management
1g	Elect Director Martin J. Gepsman	For	For	Management
1h	Elect Director Larry G. Gerdes	For	For	Management
1i	Elect Director Daniel R. Glickman	For	Against	Management
1j	Elect Director Daniel G. Kaye	For	For	Management
1k	Elect Director Phyllis M. Lockett	For	Against	Management
1l	Elect Director Deborah J. Lucas	For	For	Management
1m	Elect Director Terry L. Savage	For	Against	Management
1n	Elect Director Rahael Seifu	For	Against	Management
1o	Elect Director William R. Shepard	For	For	Management
1p	Elect Director Howard J. Siegel	For	For	Management
1q	Elect Director Dennis A. Suskind	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management

CMS ENERGY CORPORATION

Ticker: CMS Security ID: 125896100
Meeting Date: MAY 05, 2023 Meeting Type: Annual
Record Date: MAR 07, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Jon E. Barfield	For	For	Management
1b	Elect Director Deborah H. Butler	For	For	Management
1c	Elect Director Kurt L. Darrow	For	For	Management
1d	Elect Director William D. Harvey	For	For	Management
1e	Elect Director Garrick J. Rochow	For	For	Management
1f	Elect Director John G. Russell	For	For	Management
1g	Elect Director Suzanne F. Shank	For	For	Management

1h	Elect Director Myrna M. Soto	For	For	Management
1i	Elect Director John G. Sznewajs	For	For	Management
1j	Elect Director Ronald J. Tanski	For	For	Management
1k	Elect Director Laura H. Wright	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management

COHEN & STEERS, INC.

Ticker: CNS Security ID: 19247A100
Meeting Date: MAY 04, 2023 Meeting Type: Annual
Record Date: MAR 09, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Martin Cohen	For	For	Management
1b	Elect Director Robert H. Steers	For	For	Management
1c	Elect Director Joseph M. Harvey	For	For	Management
1d	Elect Director Reena Aggarwal	For	For	Management
1e	Elect Director Frank T. Connor	For	For	Management
1f	Elect Director Peter L. Rhein	For	For	Management
1g	Elect Director Richard P. Simon	For	For	Management
1h	Elect Director Dasha Smith	For	For	Management
1i	Elect Director Edmond D. Villani	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management

CONOCOPHILLIPS

Ticker: COP Security ID: 20825C104
Meeting Date: MAY 16, 2023 Meeting Type: Annual
Record Date: MAR 20, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Dennis V. Arriola	For	For	Management
1b	Elect Director Jody Freeman	For	For	Management
1c	Elect Director Gay Huey Evans	For	For	Management
1d	Elect Director Jeffrey A. Joerres	For	For	Management
1e	Elect Director Ryan M. Lance	For	For	Management
1f	Elect Director Timothy A. Leach	For	For	Management
1g	Elect Director William H. McRaven	For	For	Management
1h	Elect Director Sharmila Mulligan	For	For	Management
1i	Elect Director Eric D. Mullins	For	For	Management
1j	Elect Director Arjun N. Murti	For	For	Management
1k	Elect Director Robert A. Niblock	For	For	Management
1l	Elect Director David T. Seaton	For	For	Management
1m	Elect Director R.A. Walker	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	None	One Year	Management
5	Provide Right to Call Special Meeting	For	For	Management

6	Approve Omnibus Stock Plan	For	For	Management
7	Require Independent Board Chair	Against	Against	Shareholder
8	Adopt Share Retention Policy For Senior Executives	Against	For	Shareholder
9	Report on Tax Transparency	Against	Against	Shareholder
10	Report on Lobbying Payments and Policy	Against	Against	Shareholder

CVS HEALTH CORPORATION

Ticker: CVS Security ID: 126650100
Meeting Date: MAY 18, 2023 Meeting Type: Annual
Record Date: MAR 20, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Fernando Aguirre	For	For	Management
1b	Elect Director Jeffrey R. Balser	For	For	Management
1c	Elect Director C. David Brown, II	For	For	Management
1d	Elect Director Alecia A. DeCoudreaux	For	For	Management
1e	Elect Director Nancy-Ann M. DeParle	For	For	Management
1f	Elect Director Roger N. Farah	For	For	Management
1g	Elect Director Anne M. Finucane	For	For	Management
1h	Elect Director Edward J. Ludwig	For	For	Management
1i	Elect Director Karen S. Lynch	For	For	Management
1j	Elect Director Jean-Pierre Millon	For	For	Management
1k	Elect Director Mary L. Schapiro	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Adopt a Paid Sick Leave Policy	Against	Against	Shareholder
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Shareholder
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	Against	Shareholder
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	Against	Against	Shareholder
9	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against	Against	Shareholder

DUPONT DE NEMOURS, INC.

Ticker: DD Security ID: 26614N102
Meeting Date: MAY 24, 2023 Meeting Type: Annual
Record Date: MAR 29, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Amy G. Brady	For	For	Management
1b	Elect Director Edward D. Breen	For	For	Management
1c	Elect Director Ruby R. Chandy	For	For	Management
1d	Elect Director Terrence R. Curtin	For	For	Management
1e	Elect Director Alexander M. Cutler	For	For	Management
1f	Elect Director Eleuthere I. du Pont	For	For	Management
1g	Elect Director Kristina M. Johnson	For	For	Management

1h	Elect Director Luther C. Kissam	For	For	Management
1i	Elect Director Frederick M. Lowery	For	For	Management
1j	Elect Director Raymond J. Milchovich	For	For	Management
1k	Elect Director Deanna M. Mulligan	For	For	Management
1l	Elect Director Steven M. Sterin	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
4	Require Independent Board Chair	Against	Against	Shareholder

EATON CORPORATION PLC

Ticker: ETN Security ID: G29183103
Meeting Date: APR 26, 2023 Meeting Type: Annual
Record Date: FEB 27, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Craig Arnold	For	For	Management
1b	Elect Director Olivier Leonetti	For	For	Management
1c	Elect Director Silvio Napoli	For	For	Management
1d	Elect Director Gregory R. Page	For	For	Management
1e	Elect Director Sandra Pianalto	For	For	Management
1f	Elect Director Robert V. Pragada	For	For	Management
1g	Elect Director Lori J. Ryerkerk	For	For	Management
1h	Elect Director Gerald B. Smith	For	For	Management
1i	Elect Director Dorothy C. Thompson	For	For	Management
1j	Elect Director Darryl L. Wilson	For	For	Management
2	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Authorize Issue of Equity with Pre-emptive Rights	For	For	Management
6	Authorise Issue of Equity without Pre-emptive Rights	For	For	Management
7	Authorize Share Repurchase of Issued Share Capital	For	For	Management

ENTERPRISE PRODUCTS PARTNERS LP

Ticker: EPD Security ID: 293792107
Meeting Date: NOV 22, 2022 Meeting Type: Special
Record Date: OCT 11, 2022

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Amend Omnibus Stock Plan	For	Against	Management
2	Amend Qualified Employee Stock Purchase Plan	For	For	Management

EQUINIX, INC.

Ticker: EQIX Security ID: 29444U700
Meeting Date: MAY 25, 2023 Meeting Type: Annual
Record Date: MAR 30, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Nanci Caldwell	For	For	Management
1b	Elect Director Adaire Fox-Martin	For	For	Management
1c	Elect Director Ron Guerrier - Withdrawn	None	None	Management
1d	Elect Director Gary Hromadko	For	For	Management
1e	Elect Director Charles Meyers	For	For	Management
1f	Elect Director Thomas Olinger	For	For	Management
1g	Elect Director Christopher Paisley	For	For	Management
1h	Elect Director Jeetu Patel	For	For	Management
1i	Elect Director Sandra Rivera	For	For	Management
1j	Elect Director Fidelma Russo	For	For	Management
1k	Elect Director Peter Van Camp	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against	Shareholder

FIDELITY NATIONAL INFORMATION SERVICES, INC.

Ticker: FIS Security ID: 31620M106
Meeting Date: MAY 24, 2023 Meeting Type: Annual
Record Date: MAR 31, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Lee Adrean	For	For	Management
1b	Elect Director Ellen R. Alemany	For	For	Management
1c	Elect Director Mark D. Benjamin	For	For	Management
1d	Elect Director Vijay G. D'Silva	For	For	Management
1e	Elect Director Stephanie L. Ferris	For	For	Management
1f	Elect Director Jeffrey A. Goldstein	For	For	Management
1g	Elect Director Lisa A. Hook	For	For	Management
1h	Elect Director Kenneth T. Lamneck	For	For	Management
1i	Elect Director Gary L. Lauer	For	For	Management
1j	Elect Director Louise M. Parent	For	For	Management
1k	Elect Director Brian T. Shea	For	For	Management
1l	Elect Director James B. Stallings, Jr.	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify KPMG LLP as Auditors	For	For	Management

FIRST HORIZON CORPORATION

Ticker: FHN Security ID: 320517105
Meeting Date: APR 25, 2023 Meeting Type: Annual
Record Date: FEB 24, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Harry V. Barton, Jr.	For	For	Management
1.2	Elect Director John N. Casbon	For	For	Management

1.3	Elect Director John C. Compton	For	For	Management
1.4	Elect Director Wendy P. Davidson	For	For	Management
1.5	Elect Director William H. Fenstermaker	For	For	Management
1.6	Elect Director D. Bryan Jordan	For	For	Management
1.7	Elect Director J. Michael Kemp, Sr.	For	For	Management
1.8	Elect Director Rick E. Maples	For	For	Management
1.9	Elect Director Vicki R. Palmer	For	For	Management
1.10	Elect Director Colin V. Reed	For	For	Management
1.11	Elect Director E. Stewart Shea, III	For	For	Management
1.12	Elect Director Cecelia D. Stewart	For	For	Management
1.13	Elect Director Rosa Sugranes	For	For	Management
1.14	Elect Director R. Eugene Taylor	For	For	Management
2	Ratify KPMG LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management

GSK PLC

Ticker: GSK Security ID: 37733W204
Meeting Date: MAY 03, 2023 Meeting Type: Annual
Record Date: MAR 16, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Accept Financial Statements and Statutory Reports	For	For	Management
2	Approve Remuneration Report	For	For	Management
3	Elect Julie Brown as Director	For	For	Management
4	Elect Vishal Sikka as Director	For	For	Management
5	Elect Elizabeth McKee Anderson as Director	For	For	Management
6	Re-elect Sir Jonathan Symonds as Director	For	For	Management
7	Re-elect Dame Emma Walmsley as Director	For	For	Management
8	Re-elect Charles Bancroft as Director	For	For	Management
9	Re-elect Hal Barron as Director	For	For	Management
10	Re-elect Anne Beal as Director	For	For	Management
11	Re-elect Harry Dietz as Director	For	For	Management
12	Re-elect Jesse Goodman as Director	For	For	Management
13	Re-elect Urs Rohner as Director	For	For	Management
14	Reappoint Deloitte LLP as Auditors	For	For	Management
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For	Management
16	Approve Amendments to the Remuneration Policy	For	For	Management
17	Authorise UK Political Donations and Expenditure	For	For	Management
18	Authorise Issue of Equity	For	For	Management
19	Authorise Issue of Equity without Pre-emptive Rights	For	For	Management
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	Management
21	Authorise Market Purchase of Ordinary Shares	For	For	Management
22	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	For	For	Management

23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	Management
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HONEYWELL INTERNATIONAL INC.

Ticker: HON Security ID: 438516106
Meeting Date: MAY 19, 2023 Meeting Type: Annual
Record Date: MAR 24, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1A	Elect Director Darius Adamczyk	For	For	Management
1B	Elect Director Duncan Angove	For	For	Management
1C	Elect Director William S. Ayer	For	For	Management
1D	Elect Director Kevin Burke	For	For	Management
1E	Elect Director D. Scott Davis	For	For	Management
1F	Elect Director Deborah Flint	For	For	Management
1G	Elect Director Vimal Kapur	For	For	Management
1H	Elect Director Rose Lee	For	For	Management
1I	Elect Director Grace Lieblein	For	For	Management
1J	Elect Director Robin L. Washington	For	For	Management
1K	Elect Director Robin Watson	For	For	Management
2	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
5	Require Independent Board Chair	Against	For	Shareholder
6	Issue Environmental Justice Report	Against	Against	Shareholder

ILLINOIS TOOL WORKS INC.

Ticker: ITW Security ID: 452308109
Meeting Date: MAY 05, 2023 Meeting Type: Annual
Record Date: MAR 06, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Daniel J. Brutto	For	For	Management
1b	Elect Director Susan Crown	For	For	Management
1c	Elect Director Darell L. Ford	For	For	Management
1d	Elect Director Kelly J. Grier	For	For	Management
1e	Elect Director James W. Griffith	For	For	Management
1f	Elect Director Jay L. Henderson	For	For	Management
1g	Elect Director Richard H. Lenny	For	For	Management
1h	Elect Director E. Scott Santi	For	For	Management
1i	Elect Director David B. Smith, Jr.	For	For	Management
1j	Elect Director Pamela B. Strobel	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
5	Require Independent Board Chair	Against	Against	Shareholder

INTERNATIONAL BUSINESS MACHINES CORPORATION

Ticker: IBM Security ID: 459200101
Meeting Date: APR 25, 2023 Meeting Type: Annual
Record Date: FEB 24, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Thomas Buberl	For	For	Management
1b	Elect Director David N. Farr	For	For	Management
1c	Elect Director Alex Gorsky	For	For	Management
1d	Elect Director Michelle J. Howard	For	For	Management
1e	Elect Director Arvind Krishna	For	For	Management
1f	Elect Director Andrew N. Liveris	For	For	Management
1g	Elect Director F. William McNabb, III	For	For	Management
1h	Elect Director Martha E. Pollack	For	For	Management
1i	Elect Director Joseph R. Swedish	For	For	Management
1j	Elect Director Peter R. Voser	For	For	Management
1k	Elect Director Frederick H. Waddell	For	For	Management
1l	Elect Director Alfred W. Zollar	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Require Independent Board Chair	Against	Against	Shareholder
6	Report on Lobbying Payments and Policy	Against	For	Shareholder
7	Report on Risks Related to Operations in China	Against	Against	Shareholder
8	Report on Efforts to Prevent Harassment and Discrimination in the Workplace	Against	For	Shareholder

JOHNSON & JOHNSON

Ticker: JNJ Security ID: 478160104
Meeting Date: APR 27, 2023 Meeting Type: Annual
Record Date: FEB 28, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Darius Adamczyk	For	For	Management
1b	Elect Director Mary C. Beckerle	For	For	Management
1c	Elect Director D. Scott Davis	For	For	Management
1d	Elect Director Jennifer A. Doudna	For	For	Management
1e	Elect Director Joaquin Duato	For	For	Management
1f	Elect Director Marillyn A. Hewson	For	For	Management
1g	Elect Director Paula A. Johnson	For	For	Management
1h	Elect Director Hubert Joly	For	For	Management
1i	Elect Director Mark B. McClellan	For	For	Management
1j	Elect Director Anne M. Mulcahy	For	For	Management
1k	Elect Director Mark A. Weinberger	For	For	Management
1l	Elect Director Nadja Y. West	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
5	Adopt Mandatory Arbitration Bylaw - Withdrawn	None	None	Shareholder
6	Report on Government Financial Support and Equitable Access to Covid-19 Products	Against	For	Shareholder

7	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	Against	For	Shareholder
8	Report on Impact of Extended Patent Exclusivities on Product Access	Against	Against	Shareholder

JPMORGAN CHASE & CO.

Ticker: JPM Security ID: 46625H100
Meeting Date: MAY 16, 2023 Meeting Type: Annual
Record Date: MAR 17, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Linda B. Bammann	For	For	Management
1b	Elect Director Stephen B. Burke	For	For	Management
1c	Elect Director Todd A. Combs	For	For	Management
1d	Elect Director James S. Crown	For	For	Management
1e	Elect Director Alicia Boler Davis	For	For	Management
1f	Elect Director James Dimon	For	For	Management
1g	Elect Director Timothy P. Flynn	For	For	Management
1h	Elect Director Alex Gorsky	For	For	Management
1i	Elect Director Mellody Hobson	For	For	Management
1j	Elect Director Michael A. Neal	For	For	Management
1k	Elect Director Phebe N. Novakovic	For	For	Management
1l	Elect Director Virginia M. Rometty	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
5	Require Independent Board Chair	Against	For	Shareholder
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against	Against	Shareholder
7	Amend Public Responsibility Committee Charter to Include Animal Welfare	Against	Against	Shareholder
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Shareholder
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	Against	For	Shareholder
10	Report on Risks Related to Discrimination Against Individuals Including Political Views	Against	Against	Shareholder
11	Report on Political Expenditures Congruence	Against	For	Shareholder
12	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	Against	Against	Shareholder

JUNIPER NETWORKS, INC.

Ticker: JNPR Security ID: 48203R104
Meeting Date: MAY 10, 2023 Meeting Type: Annual
Record Date: MAR 21, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
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1a	Elect Director Anne DelSanto	For	For	Management
1b	Elect Director Kevin DeNuccio	For	For	Management
1c	Elect Director James Dolce	For	For	Management
1d	Elect Director Steven Fernandez	For	For	Management
1e	Elect Director Christine Gorjanc	For	For	Management
1f	Elect Director Janet Haugen	For	For	Management
1g	Elect Director Scott Kriens	For	For	Management
1h	Elect Director Rahul Merchant	For	For	Management
1i	Elect Director Rami Rahim	For	For	Management
1j	Elect Director William Stensrud	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Amend Omnibus Stock Plan	For	For	Management

LINCOLN ELECTRIC HOLDINGS, INC.

Ticker: LECO Security ID: 533900106
Meeting Date: APR 19, 2023 Meeting Type: Annual
Record Date: FEB 28, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Brian D. Chambers	For	For	Management
1.2	Elect Director Curtis E. Espeland	For	For	Management
1.3	Elect Director Patrick P. Goris	For	For	Management
1.4	Elect Director Michael F. Hilton	For	For	Management
1.5	Elect Director Kathryn Jo Lincoln	For	For	Management
1.6	Elect Director Christopher L. Mapes	For	For	Management
1.7	Elect Director Phillip J. Mason	For	For	Management
1.8	Elect Director Ben P. Patel	For	For	Management
1.9	Elect Director Hellene S. Runtagh	For	For	Management
1.10	Elect Director Kellye L. Walker	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Approve Omnibus Stock Plan	For	For	Management
6	Approve Non-Employee Director Omnibus Stock Plan	For	For	Management

LKQ CORPORATION

Ticker: LKQ Security ID: 501889208
Meeting Date: MAY 09, 2023 Meeting Type: Annual
Record Date: MAR 13, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Patrick Berard	For	For	Management
1b	Elect Director Meg A. Divitto	For	For	Management
1c	Elect Director Joseph M. Holsten	For	For	Management
1d	Elect Director Blythe J. McGarvie	For	For	Management
1e	Elect Director John W. Mendel	For	For	Management
1f	Elect Director Jody G. Miller	For	For	Management
1g	Elect Director Guhan Subramanian	For	For	Management
1h	Elect Director Xavier Urbain	For	For	Management
1i	Elect Director Dominick Zarccone	For	For	Management

2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management

LOCKHEED MARTIN CORPORATION

Ticker: LMT Security ID: 539830109
Meeting Date: APR 27, 2023 Meeting Type: Annual
Record Date: FEB 24, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Daniel F. Akerson	For	For	Management
1.2	Elect Director David B. Burritt	For	For	Management
1.3	Elect Director Bruce A. Carlson	For	For	Management
1.4	Elect Director John M. Donovan	For	For	Management
1.5	Elect Director Joseph F. Dunford, Jr.	For	For	Management
1.6	Elect Director James O. Ellis, Jr.	For	For	Management
1.7	Elect Director Thomas J. Falk	For	For	Management
1.8	Elect Director Ilene S. Gordon	For	For	Management
1.9	Elect Director Vicki A. Hollub	For	For	Management
1.10	Elect Director Jeh C. Johnson	For	For	Management
1.11	Elect Director Debra L. Reed-Klages	For	For	Management
1.12	Elect Director James D. Taiclet	For	For	Management
1.13	Elect Director Patricia E. Yarrington	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify Ernst & Young LLP as Auditors	For	For	Management
5	Require Independent Board Chair	Against	Against	Shareholder
6	Report on Human Rights Impact Assessment	Against	Against	Shareholder
7	Report on Efforts to Reduce Full Value Chain GHG Emissions in Alignment with Paris Agreement Goal	Against	For	Shareholder

M.D.C. HOLDINGS, INC.

Ticker: MDC Security ID: 552676108
Meeting Date: APR 17, 2023 Meeting Type: Annual
Record Date: FEB 17, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Rafay Farooqui	For	For	Management
1.2	Elect Director David D. Mandarich	For	For	Management
1.3	Elect Director Paris G. Reece, III	For	Withhold	Management
1.4	Elect Director David Siegel	For	Withhold	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Amend Omnibus Stock Plan	For	Against	Management
5	Ratify Ernst & Young LLP as Auditors	For	For	Management

MEDTRONIC PLC

Ticker: MDT Security ID: G5960L103
 Meeting Date: DEC 08, 2022 Meeting Type: Annual
 Record Date: OCT 11, 2022

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Richard H. Anderson	For	For	Management
1b	Elect Director Craig Arnold	For	For	Management
1c	Elect Director Scott C. Donnelly	For	For	Management
1d	Elect Director Lidia L. Fonseca	For	For	Management
1e	Elect Director Andrea J. Goldsmith	For	For	Management
1f	Elect Director Randall J. Hogan, III	For	For	Management
1g	Elect Director Kevin E. Lofton	For	For	Management
1h	Elect Director Geoffrey S. Martha	For	For	Management
1i	Elect Director Elizabeth G. Nabel	For	For	Management
1j	Elect Director Denise M. O'Leary	For	For	Management
1k	Elect Director Kendall J. Powell	For	For	Management
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Renew the Board's Authority to Issue Shares Under Irish Law	For	For	Management
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	For	Management
6	Authorize Overseas Market Purchases of Ordinary Shares	For	For	Management

MERCK & CO., INC.

Ticker: MRK Security ID: 58933Y105
 Meeting Date: MAY 23, 2023 Meeting Type: Annual
 Record Date: MAR 24, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Douglas M. Baker, Jr.	For	For	Management
1b	Elect Director Mary Ellen Coe	For	For	Management
1c	Elect Director Pamela J. Craig	For	For	Management
1d	Elect Director Robert M. Davis	For	For	Management
1e	Elect Director Thomas H. Glocer	For	For	Management
1f	Elect Director Risa J. Lavizzo-Mourey	For	For	Management
1g	Elect Director Stephen L. Mayo	For	For	Management
1h	Elect Director Paul B. Rothman	For	For	Management
1i	Elect Director Patricia F. Russo	For	For	Management
1j	Elect Director Christine E. Seidman	For	For	Management
1k	Elect Director Inge G. Thulin	For	For	Management
1l	Elect Director Kathy J. Warden	For	For	Management
1m	Elect Director Peter C. Wendell	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
5	Report on Risks Related to Operations in China	Against	Against	Shareholder
6	Report on Access to COVID-19 Products	Against	For	Shareholder
7	Adopt Policy to Require Third-Party	Against	Against	Shareholder

	Organizations to Annually Report Expenditures for Political Activities			
8	Report on Impact of Extended Patent Exclusivities on Product Access	Against	For	Shareholder
9	Publish a Congruency Report of Partnerships with Globalist Organizations	Against	Against	Shareholder
10	Require Independent Board Chair	Against	Against	Shareholder

MICROCHIP TECHNOLOGY INCORPORATED

Ticker: MCHP Security ID: 595017104
Meeting Date: AUG 23, 2022 Meeting Type: Annual
Record Date: JUN 24, 2022

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Matthew W. Chapman	For	For	Management
1.2	Elect Director Esther L. Johnson	For	For	Management
1.3	Elect Director Karlton D. Johnson	For	For	Management
1.4	Elect Director Wade F. Meyercord	For	For	Management
1.5	Elect Director Ganesh Moorthy	For	For	Management
1.6	Elect Director Karen M. Rapp	For	For	Management
1.7	Elect Director Steve Sanghi	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

MICROSOFT CORPORATION

Ticker: MSFT Security ID: 594918104
Meeting Date: DEC 13, 2022 Meeting Type: Annual
Record Date: OCT 12, 2022

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Reid G. Hoffman	For	For	Management
1.2	Elect Director Hugh F. Johnston	For	For	Management
1.3	Elect Director Teri L. List	For	For	Management
1.4	Elect Director Satya Nadella	For	For	Management
1.5	Elect Director Sandra E. Peterson	For	For	Management
1.6	Elect Director Penny S. Pritzker	For	For	Management
1.7	Elect Director Carlos A. Rodriguez	For	For	Management
1.8	Elect Director Charles W. Scharf	For	For	Management
1.9	Elect Director John W. Stanton	For	For	Management
1.10	Elect Director John W. Thompson	For	For	Management
1.11	Elect Director Emma N. Walmsley	For	For	Management
1.12	Elect Director Padmasree Warrior	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
4	Report on Cost/Benefit Analysis of Diversity and Inclusion	Against	Against	Shareholder
5	Report on Hiring of Persons with Arrest or Incarceration Records	Against	Against	Shareholder
6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	Against	Against	Shareholder

7	Report on Government Use of Microsoft Technology	Against	Against	Shareholder
8	Report on Development of Products for Military	Against	Against	Shareholder
9	Report on Tax Transparency	Against	Against	Shareholder

MONDELEZ INTERNATIONAL, INC.

Ticker: MDLZ Security ID: 609207105
Meeting Date: MAY 17, 2023 Meeting Type: Annual
Record Date: MAR 08, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Lewis W.K. Booth	For	For	Management
1b	Elect Director Charles E. Bunch	For	For	Management
1c	Elect Director Ertharin Cousin	For	For	Management
1d	Elect Director Jorge S. Mesquita	For	For	Management
1e	Elect Director Anindita Mukherjee	For	For	Management
1f	Elect Director Jane Hamilton Nielsen	For	For	Management
1g	Elect Director Patrick T. Siewert	For	For	Management
1h	Elect Director Michael A. Todman	For	For	Management
1i	Elect Director Dirk Van de Put	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
5	Require Independent Board Chair	Against	Against	Shareholder
6	Report on 2025 Cage-Free Egg Goal	Against	Against	Shareholder
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	Against	Against	Shareholder

NEWELL BRANDS INC.

Ticker: NWL Security ID: 651229106
Meeting Date: MAY 16, 2023 Meeting Type: Annual
Record Date: MAR 20, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Bridget Ryan Berman	For	For	Management
1b	Elect Director Patrick D. Campbell	For	For	Management
1c	Elect Director Gary Hu	For	For	Management
1d	Elect Director Jay L. Johnson	For	For	Management
1e	Elect Director Gerardo I. Lopez	For	For	Management
1f	Elect Director Courtney R. Mather	For	For	Management
1g	Elect Director Christopher H. Peterson	For	For	Management
1h	Elect Director Judith A. Sprieser	For	For	Management
1i	Elect Director Stephanie P. Stahl	For	For	Management
1j	Elect Director Robert A. Steele	For	For	Management
1k	Elect Director David P. Willetts	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Amend Right to Act by Written Consent	Against	Against	Shareholder

NEXTERA ENERGY, INC.

Ticker: NEE Security ID: 65339F101
Meeting Date: MAY 18, 2023 Meeting Type: Annual
Record Date: MAR 22, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Nicole S. Arnaboldi	For	For	Management
1b	Elect Director Sherry S. Barrat	For	For	Management
1c	Elect Director James L. Camaren	For	For	Management
1d	Elect Director Kenneth B. Dunn	For	For	Management
1e	Elect Director Naren K. Gursahaney	For	For	Management
1f	Elect Director Kirk S. Hachigian	For	For	Management
1g	Elect Director John W. Ketchum	For	For	Management
1h	Elect Director Amy B. Lane	For	For	Management
1i	Elect Director David L. Porges	For	For	Management
1j	Elect Director Deborah "Dev" Stahlkopf	For	For	Management
1k	Elect Director John A. Stall	For	For	Management
1l	Elect Director Darryl L. Wilson	For	For	Management
2	Ratify Deloitte & Touche as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Disclose Board Skills and Diversity Matrix	Against	For	Shareholder

NORTHERN TRUST CORPORATION

Ticker: NTRS Security ID: 665859104
Meeting Date: APR 25, 2023 Meeting Type: Annual
Record Date: FEB 27, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Linda Walker Bynoe	For	For	Management
1b	Elect Director Susan Crown	For	For	Management
1c	Elect Director Dean M. Harrison	For	For	Management
1d	Elect Director Jay L. Henderson	For	For	Management
1e	Elect Director Marcy S. Klevorn	For	For	Management
1f	Elect Director Siddharth N. (Bobby) Mehta	For	For	Management
1g	Elect Director Michael G. O'Grady	For	For	Management
1h	Elect Director Jose Luis Prado	For	For	Management
1i	Elect Director Martin P. Slark	For	For	Management
1j	Elect Director David H. B. Smith, Jr.	For	For	Management
1k	Elect Director Donald Thompson	For	For	Management
1l	Elect Director Charles A. Tribbett, III	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify KPMG LLP as Auditors	For	For	Management

PERRIGO COMPANY PLC

Ticker: PRGO Security ID: G97822103

Meeting Date: MAY 04, 2023 Meeting Type: Annual
Record Date: MAR 06, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Bradley A. Alford	For	For	Management
1.2	Elect Director Orlando D. Ashford	For	For	Management
1.3	Elect Director Katherine C. Doyle	For	For	Management
1.4	Elect Director Adriana Karaboutis	For	For	Management
1.5	Elect Director Murray S. Kessler	For	For	Management
1.6	Elect Director Jeffrey B. Kindler	For	For	Management
1.7	Elect Director Erica L. Mann	For	For	Management
1.8	Elect Director Albert A. Manzone	For	For	Management
1.9	Elect Director Donal O'Connor	For	For	Management
1.10	Elect Director Geoffrey M. Parker	For	For	Management
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Authorise Issue of Equity	For	For	Management
6	Authorize Issuance of Equity without Preemptive Rights	For	For	Management
7	Approve Creation of Distributable Reserves	For	For	Management

PHILIP MORRIS INTERNATIONAL INC.

Ticker: PM Security ID: 718172109
Meeting Date: MAY 03, 2023 Meeting Type: Annual
Record Date: MAR 10, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Brant Bonin Bough	For	For	Management
1b	Elect Director Andre Calantzopoulos	For	For	Management
1c	Elect Director Michel Combes	For	For	Management
1d	Elect Director Juan Jose Daboub	For	For	Management
1e	Elect Director Werner Geissler	For	For	Management
1f	Elect Director Lisa A. Hook	For	For	Management
1g	Elect Director Jun Makiyara	For	For	Management
1h	Elect Director Kalpana Morparia	For	For	Management
1i	Elect Director Jacek Olczak	For	For	Management
1j	Elect Director Robert B. Polet	For	For	Management
1k	Elect Director Dessislava Temperley	For	For	Management
1l	Elect Director Shlomo Yanai	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify PricewaterhouseCoopers SA as Auditors	For	For	Management
5	Disclose Nicotine Level Information, and Reduce Nicotine Levels in Tobacco Products	Against	Against	Shareholder

QUEST DIAGNOSTICS INCORPORATED

Ticker: DGX Security ID: 74834L100

Meeting Date: MAY 17, 2023 Meeting Type: Annual
Record Date: MAR 20, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director James E. Davis	For	For	Management
1.2	Elect Director Luis A. Diaz, Jr.	For	For	Management
1.3	Elect Director Tracey C. Doi	For	For	Management
1.4	Elect Director Vicky B. Gregg	For	For	Management
1.5	Elect Director Wright L. Lassiter, III	For	For	Management
1.6	Elect Director Timothy L. Main	For	For	Management
1.7	Elect Director Denise M. Morrison	For	For	Management
1.8	Elect Director Gary M. Pfeiffer	For	For	Management
1.9	Elect Director Timothy M. Ring	For	For	Management
1.10	Elect Director Gail R. Wilensky	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
5	Amend Omnibus Stock Plan	For	For	Management
6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	Against	For	Shareholder

RAYMOND JAMES FINANCIAL, INC.

Ticker: RJF Security ID: 754730109
Meeting Date: FEB 23, 2023 Meeting Type: Annual
Record Date: DEC 21, 2022

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Marlene Debel	For	For	Management
1b	Elect Director Robert M. Dutkowsky	For	For	Management
1c	Elect Director Jeffrey N. Edwards	For	For	Management
1d	Elect Director Benjamin C. Esty	For	For	Management
1e	Elect Director Anne Gates	For	For	Management
1f	Elect Director Thomas A. James	For	For	Management
1g	Elect Director Gordon L. Johnson	For	For	Management
1h	Elect Director Roderick C. McGearry	For	For	Management
1i	Elect Director Paul C. Reilly	For	For	Management
1j	Elect Director Raj Seshadri	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Amend Omnibus Stock Plan	For	For	Management
5	Ratify KPMG LLP as Auditors	For	For	Management

SMITH & NEPHEW PLC

Ticker: SN Security ID: 83175M205
Meeting Date: APR 26, 2023 Meeting Type: Annual
Record Date: FEB 21, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Accept Financial Statements and Statutory Reports	For	For	Management
2	Approve Remuneration Policy	For	For	Management
3	Approve Remuneration Report	For	For	Management

4	Approve Final Dividend	For	For	Management
5	Elect Rupert Soames as Director	For	For	Management
6	Re-elect Erik Engstrom as Director	For	For	Management
7	Re-elect Jo Hallas as Director	For	For	Management
8	Re-elect John Ma as Director	For	For	Management
9	Re-elect Katarzyna Mazur-Hofsaess as Director	For	For	Management
10	Re-elect Rick Medlock as Director	For	For	Management
11	Re-elect Deepak Nath as Director	For	For	Management
12	Re-elect Anne-Francoise Nesmes as Director	For	For	Management
13	Re-elect Marc Owen as Director	For	For	Management
14	Re-elect Roberto Quarta as Director	For	For	Management
15	Re-elect Angie Risley as Director	For	For	Management
16	Re-elect Bob White as Director	For	For	Management
17	Reappoint KPMG LLP as Auditors	For	For	Management
18	Authorise Board to Fix Remuneration of Auditors	For	For	Management
19	Authorise Issue of Equity	For	For	Management
20	Authorise Issue of Equity without Pre-emptive Rights	For	For	Management
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	Management
22	Authorise Market Purchase of Ordinary Shares	For	For	Management
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	Management

SYSCO CORPORATION

Ticker: SY Security ID: 871829107
 Meeting Date: NOV 18, 2022 Meeting Type: Annual
 Record Date: SEP 19, 2022

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Daniel J. Brutto	For	For	Management
1b	Elect Director Ali Dibadj	For	For	Management
1c	Elect Director Larry C. Glasscock	For	For	Management
1d	Elect Director Jill M. Golder	For	For	Management
1e	Elect Director Bradley M. Halverson	For	For	Management
1f	Elect Director John M. Hinshaw	For	For	Management
1g	Elect Director Kevin P. Hourican	For	For	Management
1h	Elect Director Hans-Joachim Koerber	For	For	Management
1i	Elect Director Alison Kenney Paul	For	For	Management
1j	Elect Director Edward D. Shirley	For	For	Management
1k	Elect Director Sheila G. Talton	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Management
3	Ratify Ernst & Young LLP as Auditors	For	For	Management
4	Report on Third-Party Civil Rights Audit	Against	For	Shareholder
5	Commission Third Party Report Assessing Company's Supply Chain Risks	Against	Against	Shareholder
6	Report on Efforts to Reduce Plastic Use	None	For	Shareholder

TARGET CORPORATION

Ticker: TGT Security ID: 87612E106
 Meeting Date: JUN 14, 2023 Meeting Type: Annual
 Record Date: APR 17, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director David P. Abney	For	For	Management
1b	Elect Director Douglas M. Baker, Jr.	For	For	Management
1c	Elect Director George S. Barrett	For	For	Management
1d	Elect Director Gail K. Boudreaux	For	For	Management
1e	Elect Director Brian C. Cornell	For	For	Management
1f	Elect Director Robert L. Edwards	For	For	Management
1g	Elect Director Donald R. Knauss	For	For	Management
1h	Elect Director Christine A. Leahy	For	For	Management
1i	Elect Director Monica C. Lozano	For	For	Management
1j	Elect Director Grace Puma	For	For	Management
1k	Elect Director Derica W. Rice	For	For	Management
1l	Elect Director Dmitri L. Stockton	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Require Independent Board Chair	Against	Against	Shareholder

THE CHARLES SCHWAB CORPORATION

Ticker: SCHW Security ID: 808513105
 Meeting Date: MAY 18, 2023 Meeting Type: Annual
 Record Date: MAR 20, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Marianne C. Brown	For	For	Management
1b	Elect Director Frank C. Herringer	For	For	Management
1c	Elect Director Gerri K. Martin-Flickinger	For	For	Management
1d	Elect Director Todd M. Ricketts	For	For	Management
1e	Elect Director Carolyn Schwab-Pomerantz	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Report on Gender/Racial Pay Gap	Against	For	Shareholder
6	Report on Risks Related to Discrimination Against Individuals Including Political Views	Against	Against	Shareholder

THE COCA-COLA COMPANY

Ticker: KO Security ID: 191216100
 Meeting Date: APR 25, 2023 Meeting Type: Annual
 Record Date: FEB 24, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Herb Allen	For	For	Management
1.2	Elect Director Marc Bolland	For	For	Management

1.3	Elect Director Ana Botin	For	For	Management
1.4	Elect Director Christopher C. Davis	For	For	Management
1.5	Elect Director Barry Diller	For	For	Management
1.6	Elect Director Carolyn Everson	For	For	Management
1.7	Elect Director Helene D. Gayle	For	For	Management
1.8	Elect Director Alexis M. Herman	For	For	Management
1.9	Elect Director Maria Elena Lagomasino	For	For	Management
1.10	Elect Director Amity Millhiser	For	For	Management
1.11	Elect Director James Quincey	For	For	Management
1.12	Elect Director Caroline J. Tsay	For	For	Management
1.13	Elect Director David B. Weinberg	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify Ernst & Young LLP as Auditors	For	For	Management
5	Report on Third-Party Civil Rights Audit	Against	Against	Shareholder
6	Issue Transparency Report on Global Public Policy and Political Influence	Against	Against	Shareholder
7	Report on Congruency of Political Spending with Company Values and Priorities	Against	For	Shareholder
8	Require Independent Board Chair	Against	Against	Shareholder
9	Report on Risk Due to Restrictions on Reproductive Rights	Against	Against	Shareholder

THE HOME DEPOT, INC.

Ticker: HD Security ID: 437076102
Meeting Date: MAY 18, 2023 Meeting Type: Annual
Record Date: MAR 20, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Gerard J. Arpey	For	For	Management
1b	Elect Director Ari Bousbib	For	For	Management
1c	Elect Director Jeffery H. Boyd	For	For	Management
1d	Elect Director Gregory D. Brenneman	For	For	Management
1e	Elect Director J. Frank Brown	For	For	Management
1f	Elect Director Albert P. Carey	For	For	Management
1g	Elect Director Edward P. Decker	For	For	Management
1h	Elect Director Linda R. Gooden	For	For	Management
1i	Elect Director Wayne M. Hewett	For	For	Management
1j	Elect Director Manuel Kadre	For	For	Management
1k	Elect Director Stephanie C. Linnartz	For	For	Management
1l	Elect Director Paula Santilli	For	For	Management
1m	Elect Director Caryn Seidman-Becker	For	For	Management
2	Ratify KPMG LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	Against	For	Shareholder
6	Require Independent Board Chair	Against	Against	Shareholder
7	Report on Political Expenditures Congruence	Against	For	Shareholder
8	Rescind 2022 Racial Equity Audit Proposal	Against	Against	Shareholder
9	Encourage Senior Management Commitment to Avoid Political Speech	Against	Against	Shareholder

THE PNC FINANCIAL SERVICES GROUP, INC.

Ticker: PNC Security ID: 693475105
Meeting Date: APR 26, 2023 Meeting Type: Annual
Record Date: FEB 03, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Joseph Alvarado	For	For	Management
1b	Elect Director Debra A. Cafaro	For	For	Management
1c	Elect Director Marjorie Rodgers Cheshire	For	For	Management
1d	Elect Director William S. Demchak	For	For	Management
1e	Elect Director Andrew T. Feldstein	For	For	Management
1f	Elect Director Richard J. Harshman	For	For	Management
1g	Elect Director Daniel R. Hesse	For	For	Management
1h	Elect Director Renu Khator	For	For	Management
1i	Elect Director Linda R. Medler	For	For	Management
1j	Elect Director Robert A. Niblock	For	For	Management
1k	Elect Director Martin Pfinsgraff	For	For	Management
1l	Elect Director Bryan S. Salesky	For	For	Management
1m	Elect Director Toni Townes-whitley	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management

THE PROCTER & GAMBLE COMPANY

Ticker: PG Security ID: 742718109
Meeting Date: OCT 11, 2022 Meeting Type: Annual
Record Date: AUG 12, 2022

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director B. Marc Allen	For	For	Management
1b	Elect Director Angela F. Braly	For	For	Management
1c	Elect Director Amy L. Chang	For	For	Management
1d	Elect Director Joseph Jimenez	For	For	Management
1e	Elect Director Christopher Kempczinski	For	For	Management
1f	Elect Director Debra L. Lee	For	For	Management
1g	Elect Director Terry J. Lundgren	For	For	Management
1h	Elect Director Christine M. McCarthy	For	For	Management
1i	Elect Director Jon R. Moeller	For	For	Management
1j	Elect Director Rajesh Subramaniam	For	For	Management
1k	Elect Director Patricia A. Woertz	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

THE TJX COMPANIES, INC.

Ticker: TJX Security ID: 872540109

Meeting Date: JUN 06, 2023 Meeting Type: Annual
Record Date: APR 13, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Jose B. Alvarez	For	For	Management
1b	Elect Director Alan M. Bennett	For	For	Management
1c	Elect Director Rosemary T. Berkery	For	For	Management
1d	Elect Director David T. Ching	For	For	Management
1e	Elect Director C. Kim Goodwin	For	For	Management
1f	Elect Director Ernie Herrman	For	For	Management
1g	Elect Director Amy B. Lane	For	For	Management
1h	Elect Director Carol Meyrowitz	For	For	Management
1i	Elect Director Jackwyn L. Nemerov	For	For	Management
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain	Against	Against	Shareholder
6	Report on Risk from Supplier Misclassification of Supplier's Employees	Against	For	Shareholder
7	Adopt a Paid Sick Leave Policy for All Employees	Against	Against	Shareholder

THE WILLIAMS COMPANIES, INC.

Ticker: WMB Security ID: 969457100
Meeting Date: APR 25, 2023 Meeting Type: Annual
Record Date: FEB 24, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Alan S. Armstrong	For	For	Management
1.2	Elect Director Stephen W. Bergstrom	For	For	Management
1.3	Elect Director Michael A. Creel	For	For	Management
1.4	Elect Director Stacey H. Dore	For	For	Management
1.5	Elect Director Carri A. Lockhart	For	For	Management
1.6	Elect Director Richard E. Muncrief	For	For	Management
1.7	Elect Director Peter A. Ragauss	For	For	Management
1.8	Elect Director Rose M. Robeson	For	For	Management
1.9	Elect Director Scott D. Sheffield	For	For	Management
1.10	Elect Director Murray D. Smith	For	For	Management
1.11	Elect Director William H. Spence	For	For	Management
1.12	Elect Director Jesse J. Tyson	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management

TRAVEL + LEISURE CO.

Ticker: TNL Security ID: 894164102
Meeting Date: MAY 17, 2023 Meeting Type: Annual
Record Date: MAR 22, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Louise F. Brady	For	For	Management
1.2	Elect Director Michael D. Brown	For	For	Management
1.3	Elect Director James E. Buckman	For	For	Management
1.4	Elect Director George Herrera	For	For	Management
1.5	Elect Director Stephen P. Holmes	For	For	Management
1.6	Elect Director Lucinda C. Martinez	For	For	Management
1.7	Elect Director Denny Marie Post	For	For	Management
1.8	Elect Director Ronald L. Rickles	For	For	Management
1.9	Elect Director Michael H. Wargotz	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify Deloitte & Touche LLP as Auditors	For	For	Management

UNILEVER PLC

Ticker: ULVR Security ID: 904767704
Meeting Date: MAY 03, 2023 Meeting Type: Annual
Record Date: MAR 15, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1	Accept Financial Statements and Statutory Reports	For	For	Management
2	Approve Remuneration Report	For	Against	Management
3	Re-elect Nils Andersen as Director	For	For	Management
4	Re-elect Judith Hartmann as Director	For	For	Management
5	Re-elect Adrian Hennah as Director	For	For	Management
6	Re-elect Alan Jope as Director	For	For	Management
7	Re-elect Andrea Jung as Director	For	For	Management
8	Re-elect Susan Kilsby as Director	For	For	Management
9	Re-elect Ruby Lu as Director	For	For	Management
10	Re-elect Strive Masiyiwa as Director	For	For	Management
11	Re-elect Youngme Moon as Director	For	For	Management
12	Re-elect Graeme Pitkethly as Director	For	For	Management
13	Re-elect Feike Sijbesma as Director	For	For	Management
14	Elect Nelson Peltz as Director	For	For	Management
15	Elect Hein Schumacher as Director	For	For	Management
16	Reappoint KPMG LLP as Auditors	For	For	Management
17	Authorise Board to Fix Remuneration of Auditors	For	For	Management
18	Authorise UK Political Donations and Expenditure	For	For	Management
19	Authorise Issue of Equity	For	For	Management
20	Authorise Issue of Equity without Pre-emptive Rights	For	For	Management
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	Management
22	Authorise Market Purchase of Ordinary Shares	For	For	Management
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	Management

UNION PACIFIC CORPORATION

Ticker: UNP Security ID: 907818108
Meeting Date: MAY 18, 2023 Meeting Type: Annual
Record Date: MAR 17, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director William J. DeLaney	For	For	Management
1b	Elect Director David B. Dillon	For	For	Management
1c	Elect Director Sheri H. Edison	For	For	Management
1d	Elect Director Teresa M. Finley	For	For	Management
1e	Elect Director Lance M. Fritz	For	For	Management
1f	Elect Director Deborah C. Hopkins	For	For	Management
1g	Elect Director Jane H. Lute	For	For	Management
1h	Elect Director Michael R. McCarthy	For	For	Management
1i	Elect Director Jose H. Villarreal	For	For	Management
1j	Elect Director Christopher J. Williams	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
5	Require Independent Board Chair	Against	Against	Shareholder
6	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	Against	Shareholder
7	Adopt a Paid Sick Leave Policy	Against	Against	Shareholder

VERIZON COMMUNICATIONS INC.

Ticker: VZ Security ID: 92343V104
Meeting Date: MAY 11, 2023 Meeting Type: Annual
Record Date: MAR 13, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Shellye Archambeau	For	For	Management
1.2	Elect Director Roxanne Austin	For	For	Management
1.3	Elect Director Mark Bertolini	For	For	Management
1.4	Elect Director Vittorio Colao	For	For	Management
1.5	Elect Director Melanie Healey	For	For	Management
1.6	Elect Director Laxman Narasimhan	For	For	Management
1.7	Elect Director Clarence Otis, Jr.	For	For	Management
1.8	Elect Director Daniel Schulman	For	For	Management
1.9	Elect Director Rodney Slater	For	For	Management
1.10	Elect Director Carol Tome	For	For	Management
1.11	Elect Director Hans Vestberg	For	For	Management
1.12	Elect Director Gregory Weaver	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Ratify Ernst & Young LLP as Auditors	For	For	Management
5	Report on Government Requests to Remove Content	Against	Against	Shareholder
6	Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	Against	Against	Shareholder
7	Amend Clawback Policy	Against	For	Shareholder
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against	Shareholder
9	Require Independent Board Chair	Against	Against	Shareholder

W. P. CAREY INC.

Ticker: WPC Security ID: 92936U109
Meeting Date: JUN 15, 2023 Meeting Type: Annual
Record Date: MAR 30, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Mark A. Alexander	For	For	Management
1b	Elect Director Constantin H. Beier	For	For	Management
1c	Elect Director Tonit M. Calaway	For	For	Management
1d	Elect Director Peter J. Farrell	For	For	Management
1e	Elect Director Robert J. Flanagan	For	For	Management
1f	Elect Director Jason E. Fox	For	For	Management
1g	Elect Director Jean Hoysradt	For	For	Management
1h	Elect Director Margaret G. Lewis	For	For	Management
1i	Elect Director Christopher J. Niehaus	For	For	Management
1j	Elect Director Elisabeth T. Stheeman	For	For	Management
1k	Elect Director Nick J.M. van Ommen	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	Management

W.W. GRAINGER, INC.

Ticker: GWW Security ID: 384802104
Meeting Date: APR 26, 2023 Meeting Type: Annual
Record Date: MAR 06, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director Rodney C. Adkins	For	For	Management
1b	Elect Director V. Ann Hailey	For	For	Management
1c	Elect Director Katherine D. Jaspon	For	For	Management
1d	Elect Director Stuart L. Levenick	For	For	Management
1e	Elect Director D.G. Macpherson	For	For	Management
1f	Elect Director Neil S. Novich	For	For	Management
1g	Elect Director Beatriz R. Perez	For	For	Management
1h	Elect Director E. Scott Santi	For	For	Management
1i	Elect Director Susan Slavik Williams	For	For	Management
1j	Elect Director Lucas E. Watson	For	For	Management
1k	Elect Director Steven A. White	For	For	Management
2	Ratify Ernst & Young LLP as Auditors	For	For	Management
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
4	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management

WEBSTER FINANCIAL CORPORATION

Ticker: WBS Security ID: 947890109
Meeting Date: APR 26, 2023 Meeting Type: Annual
Record Date: MAR 06, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1a	Elect Director John R. Ciulla	For	For	Management

1b	Elect Director Jack L. Kopnisky	For	For	Management
1c	Elect Director William L. Atwell	For	For	Management
1d	Elect Director John P. Cahill	For	For	Management
1e	Elect Director E. Carol Hayles	For	For	Management
1f	Elect Director Linda H. Ianieri	For	For	Management
1g	Elect Director Mona Aboelnaga Kanaan	For	For	Management
1h	Elect Director James J. Landy	For	For	Management
1i	Elect Director Maureen B. Mitchell	For	For	Management
1j	Elect Director Laurence C. Morse	For	For	Management
1k	Elect Director Karen R. Osar	For	For	Management
1l	Elect Director Richard O'Toole	For	For	Management
1m	Elect Director Mark Pettie	For	For	Management
1n	Elect Director Lauren C. States	For	For	Management
1o	Elect Director William E. Whiston	For	For	Management
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Amend Omnibus Stock Plan	For	For	Management
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For	Management
6	Ratify KPMG LLP as Auditors	For	For	Management

WEC ENERGY GROUP, INC.

Ticker: WEC Security ID: 92939U106
Meeting Date: MAY 04, 2023 Meeting Type: Annual
Record Date: FEB 23, 2023

#	Proposal	Mgt Rec	Vote Cast	Sponsor
1.1	Elect Director Ave M. Bie	For	For	Management
1.2	Elect Director Curt S. Culver	For	For	Management
1.3	Elect Director Danny L. Cunningham	For	For	Management
1.4	Elect Director William M. Farrow, III	For	For	Management
1.5	Elect Director Cristina A. Garcia-Thomas	For	For	Management
1.6	Elect Director Maria C. Green	For	For	Management
1.7	Elect Director Gale E. Klappa	For	For	Management
1.8	Elect Director Thomas K. Lane	For	For	Management
1.9	Elect Director Scott J. Lauber	For	For	Management
1.10	Elect Director Ulice Payne, Jr.	For	For	Management
1.11	Elect Director Mary Ellen Stanek	For	For	Management
1.12	Elect Director Glen E. Tellock	For	For	Management
2	Ratify Deloitte & Touche LLP as Auditors	For	For	Management
3	Advisory Vote on Say on Pay Frequency	One Year	One Year	Management
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Management

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)	Nicholas Equity Income Fund, Inc.
By (Signature and Title)	<u>/s/ David O. Nicholas</u> David O. Nicholas, Principal Executive Officer
Date	08/29/2023