

AFL-CIO Key Votes - 2020 Proxy Season

Shareholder Proposals: "FOR" votes are consistent with the *AFL-CIO Proxy Voting Guidelines*

Company	Ticker	Proposal Subject	Item	Date
3M	MMM	Consider Employee Pay in Setting CEO Pay	4	5/12/2020
Abbott Laboratories	ABT	GAAP Performance Metric Adjustments	5	4/24/2020
Activision Blizzard	ATVI	Board and Management Diversity	TBA	TBA
Alphabet	GOOGL	Board Human Rights Risk Committee	TBA	TBA
Amazon.com	AMZN	Report on Gender and Racial Pay Gaps	9	5/27/2020
AT&T	T	Nominate an Employee Representative	5	4/24/2020
Berkshire Hathaway	BRK.A	Board and Management Diversity	4	5/2/2020
Boeing	BA	GAAP Performance Metric Adjustments	9	4/27/2020
Bristol-Myers Squibb	BMJ	Independent Board Chair	4	5/5/2020
Charter Communications	CHTR	Independent Board Chair	4	4/28/2020
Eli Lilly	LLY	Bonus Deferral Policy	11	5/4/2020
ExxonMobil	XOM	Report on Lobbying Activities	TBA	TBA
Gannett	GCI	Report on Journalistic Integrity	TBA	TBA
GEO Group	GEO	Report on Lobbying Activities	TBA	TBA
Gilead Sciences	GILD	Independent Board Chair	4	5/6/2020
Home Depot	HD	Report on Workforce Diversity	TBA	TBA
Johnson & Johnson	JNJ	Report on Opioids-Related Risks	6	4/23/2020
Mallinckrodt	MNK	Legal Compliance Costs and Executive Pay	TBA	TBA
McDonald's	MCD	GAAP Performance Metric Adjustments	TBA	TBA
Mondelez International	MDLZ	Consider Employee Pay in Setting CEO Pay	TBA	TBA
Pfizer	PFE	Independent Board Chair	7	4/23/2020
Red Rock Resorts	RRR	One Share, One Vote	TBA	TBA
T-Mobile US	TMUS	Accelerated Vesting of Equity Awards	TBA	TBA
United Technologies	UTC	Report on Plant Closures	5	4/27/2020
Verizon Communications	VZ	Report on Lobbying Activities	6	5/7/2020
Walmart	WMT	Report on Opioids-Related Risks	TBA	TBA
Wells Fargo	WFC	Incentive Pay and Risks of Material Losses	5	4/28/2020
Williams-Sonoma	WSM	Report on Workforce Diversity	TBA	TBA
XPO Logistics	XPO	Accelerated Vesting of Equity Awards	TBA	TBA