

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 | Report on Political Spending | 4 | 6/11/2020 |
| Alphabet | GOOGL | Board Human Rights Risk Committee | 7 | 6/3/2020 |
| 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 | 9 | 5/27/2020 |
| Gannett | GCI | Report on Journalistic Integrity | 6 | 6/8/2020 |
| GEO Group | GEO | Report on Lobbying Activities | 4 | 5/19/2020 |
| Gilead Sciences | GILD | Independent Board Chair | 4 | 5/6/2020 |
| Home Depot | HD | Report on Workforce Diversity | 5 | 5/21/2020 |
| Johnson & Johnson | JNJ | Report on Opioids-Related Risks | 6 | 4/23/2020 |
| Mondelez International | MDLZ | Consider Employee Pay in Setting CEO Pay | 4 | 5/13/2020 |
| Pfizer | PFE | Independent Board Chair | 7 | 4/23/2020 |
| T-Mobile US | TMUS | Accelerated Vesting of Equity Awards | 4 | 6/4/2020 |
| 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 Preventing Sexual Harassment | 8 | 6/3/2020 |
| Wells Fargo | WFC | Incentive Pay and Risks of Material Losses | 5 | 4/28/2020 |
| XPO Logistics | XPO | Accelerated Vesting of Equity Awards | 8 | 5/14/2020 |