

AFL-CIO Key Votes Survey – 2020 Proxy Season

Firm Name: _____
 Contact Person: _____
 Title: _____
 Phone: _____
 E-Mail: _____

These votes apply to (Please check one):
 The firm's entire equity portfolio
 A majority of shares held by the firm
 Taft-Hartley fund client shares that constitute less than a majority of shares held by the firm*

**For Taft-Hartley fund client shares to be included in the AFL-CIO Key Votes Survey, a separate scorecard for "A majority of shares held by the firm" must also be submitted.*

INSTRUCTIONS: For each vote, please indicate "For," "Against," "Abstain," or "Not Held."

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

Company	Ticker	Proposal Subject	Item #	Meeting Date	Vote Cast
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	10	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	

The proxy item numbers listed above are from company proxy cards and may differ from item numbers that appear on electronic voting platforms. Please return completed scorecards as soon as possible.

Please return by October 31, 2020 through Adobe Acrobat or by email to invest@aflcio.org.