

## AFL-CIO Key Votes Survey – 2021 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 voted by the firm  
 Taft-Hartley fund client shares that are less than a majority of shares voted\*  
*\*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 #	Date	Vote Cast
3M	MMM	<a href="#">Consider Employee Pay in Setting CEO Pay</a>	5	5/11/2021	
AbbVie	ABBV	<a href="#">Independent Board Chair</a>	8	5/7/2021	
Alphabet	GOOG	<a href="#">Report on Anticompetitive Practices</a>	10	6/2/2021	
Amazon.com	AMZN	<a href="#">Consider Employee Director Candidates</a>	10	5/26/2021	
Bristol Myers-Squibb	BMJ	<a href="#">Independent Board Chair</a>	6	5/4/2021	
Charter Communications	CHTR	<a href="#">Report on Lobbying Activities</a>	3	4/27/2021	
Citigroup	C	<a href="#">Racial Equity Audit</a>	9	4/27/2021	
ExxonMobil	XOM	<a href="#">Report on Lobbying Activities</a>	9	5/26/2021	
Gilead Sciences	GILD	<a href="#">Independent Board Chair</a>	4	5/12/2021	
Intel	INTC	<a href="#">Report on Gender and Racial Pay Gaps</a>	5	5/13/2021	
JPMorgan Chase	JPM	<a href="#">Racial Equity Audit</a>	6	5/18/2021	
Lyft	LYFT	<a href="#">Report on Lobbying Activities</a>	4	6/17/2021	
Marathon Petroleum	MPC	<a href="#">Accelerated Vesting of Equity Awards</a>	7	4/28/2021	
Mondelēz International	MDLZ	<a href="#">Consider Employee Pay in Setting CEO Pay</a>	4	5/19/2021	
Southern Copper	SCCO	<a href="#">Independent Board Chair</a>	4	5/28/2021	
TJX Companies	TJX	<a href="#">Consider Employee Pay in Setting CEO Pay</a>	5	6/8/2021	
U.S. Silica	SLCA	<a href="#">Disclose Non-GAAP Pay Measures</a>	5	5/13/2021	
Uber Technologies	UBER	<a href="#">Report on Lobbying Activities</a>	5	5/10/2021	
Walmart	WMT	<a href="#">Racial Justice Goals and Starting Wages</a>	6	6/2/2021	
Wells Fargo	WFC	<a href="#">Racial Equity Audit</a>	7	4/27/2021	
XPO Logistics	XPO	<a href="#">Independent Board Chair</a>	5	5/11/2021	

**Management Proposals: "AGAINST" votes are consistent with the AFL-CIO Proxy Voting Guidelines**

Company	Ticker	Proposal Subject	Item #	Date	Vote Cast
McDonald's	MCD	<a href="#">Director Enrique Hernandez, Jr.</a>	1e	5/20/2021	
Tribune Publishing	TPCO	<a href="#">Agreement and Plan of Merger</a>	1	5/21/2021	

The item numbers listed above are from company proxy cards and may differ from electronic voting platforms.  
 Please return by **October 31, 2021** through Adobe Acrobat or by email to [invest@aflcio.org](mailto:invest@aflcio.org).