

AFL-CIO Key Votes Survey – 2023 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
Alphabet	GOOGL	Lobbying Disclosure	6	6/2/2023	
Amazon.com	AMZN	Freedom of Association	16	5/24/2023	
Bank of America	BAC	Racial Equity Audit	11	4/25/2023	
Chevron	CVX	Climate Change Just Transition	9	5/31/2023	
Chipotle	CMG	Freedom of Association	6	5/25/2023	
Coca-Cola	KO	Racial Equity Audit	5	4/25/2023	
Comcast	CMCSA	Racial Equity Audit	7	6/7/2023	
ConocoPhillips	COP	Tax Payment Disclosure	9	5/16/2023	
CVS Health	CVS	Freedom of Association	8	5/18/2023	
Delta Air Lines	DAL	Freedom of Association	6	6/15/2023	
Denny's	DENN	Paid Sick Leave	5	5/17/2023	
Douglas Emmett	DEI	Lobbying Disclosure	6	5/24/2023	
Exxon Mobil	XOM	Climate Change Just Transition	16	5/31/2023	
GEO Group	GEO	Racial Equity Audit	5	4/28/2023	
Goldman Sachs	GS	Racial Equity Audit	8	4/26/2023	
HCA Healthcare	HCA	Patient Safety	6	4/19/2023	
Marathon Petroleum	MPC	Executive Compensation Claw-backs	8	4/26/2023	
McDonalds	MCD	Lobbying Disclosure	9	5/25/2023	
Meta Platforms	META	Review Risk Oversight Committee	13	5/31/2023	
Netflix	NFLX	Freedom of Association	8	6/1/2023	
PPG Industries	PPG	Independent Board Chair	5	4/20/2023	
Starbucks	SBUX	Freedom of Association	8	3/23/2023	
Union Pacific	UP	Paid Sick Leave	7	5/18/2023	
United Parcel Service	UPS	Climate Change Just Transition	8	5/4/2023	
Wells Fargo	WFC	Freedom of Association	11	4/25/2023	
Yum Brands	YUM	Paid Sick Leave	9	5/18/2023	

The item numbers listed above are from company proxy cards and may differ from electronic voting platforms.
Please return by October 31, 2023 through Adobe Acrobat or by email to invest@aficio.org.