

AFL-CIO Key Votes Survey – 2024 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
Amazon	AMZN	Freedom of Association	12	5/22/2024	
Apple	AAPL	Artificial Intelligence	7	2/28/2024	
Charter Communications	CHTR	Lobbying Disclosure	5	4/23/2024	
Chevron	CVX	Tax Transparency	7	5/29/2024	
Chipotle	CMG	Health and Safety	6	6/6/2024	
Delta Air Lines	DAL	Freedom of Association	5	6/20/2024	
Eli Lilly	LLY	Lobbying Disclosure	6	5/6/2024	
ExxonMobil	XOM	Climate Change Just Transition	7	5/29/2024	
GEO Group	GEO	Racial Equity Audit	6	5/3/2024	
Intl. Flavors & Fragrances	IFF	Freedom of Association	5	5/1/2024	
Kroger	KR	Living Wage	6	6/27/2024	
Mastercard	MA	Lobbying Disclosure	4	6/18/2024	
Maximus	MMS	Freedom of Association	4	3/12/2024	
Netflix	NFLX	Artificial Intelligence	4	6/6/2024	
Sempra	SRE	Health and Safety	5	5/9/2024	
SkyWest Airlines	SKYW	Freedom of Association	5	5/7/2024	
Target	TGT	Living Wage	6	6/12/2024	
Tesla	TSLA	Freedom of Association	9	6/13/2024	
Union Pacific	UNP	Safety and Staffing Levels	5	5/9/2024	
Walmart	WMT	Racial Equity Audit	5	6/5/2024	
Warner Brothers Discovery	WBD	Artificial Intelligence	5	6/3/2024	
Warrior Met Coal	HCC	Freedom of Association	9	4/25/2024	
Wells Fargo & Company	WFC	Freedom of Association	7	4/30/2024	
Wendy’s	WEN	Independent Board Chair	5	5/21/2024	

The item numbers listed above are from company proxy cards and may differ from electronic voting platforms. Please return by **October 31, 2024** through Adobe Acrobat or by email to invest@aflcio.org.