

June 29, 2021



Public Affairs
Council

Building Trust Through Education

Successful PAC Solicitations

Kristin Brackemyre, Public Affairs Council

Today's Agenda

- Planning education campaigns
- Messaging and resources
- Timelines and mediums
- Creative approaches
- Q&A



Where to Start

- **Get organized**

- Strategic planning and goal setting
- Know ahead of time what your campaign(s) need to achieve
- Audit your activities to determine what's most effective, where shifts can be made
- Make a content calendar

- **Get to know your eligible population**

- Find the right messengers/champions
- Conduct a survey/focus group, hold town halls
- Listening tour with senior leadership/key committees/ERGs



January 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			Q1 Begins 1 Chamber Holiday	2	3 Review Laurie's edits of PAC materials	4
5	6 PAC Email Communication (ARS)	7	8	9 State of American Business Speech	10 Year-End Report Blue Form Approved	11
12	13	14 Legal approval of PAC Communications	15	16 Email to Staff PAC eligibles re: report + events (KR)	17 Send Outlook reminder to staff for Feb. reception	18
19	20 MLK Holiday Chamber Holiday	21 PAC Communication (SWR)	22	23 LD-203 Report is Due to internal counsel	24	25
26	27	28	29 Send staff calendar invite for PAC event	30 Reminder email to staff for Monday's reception (KR)	31 2019 FEC Year-End Report is Filed	



January 9: Legal approved PAC materials with a few minor edits

January 10: Event Invitation to 2020 PAC Contributors (KR)

January 15: Walk through of the venue space for upcoming PAC event

January 21: Email event invites to committee members (SWR)

January 21: Sent Outlook reminder to staff for upcoming February PAC event

January 31: Email Year-End report to 2019 PAC contributors only (KR)

Building Trust through Transparency

- Transparency is a recruitment tool, essential for building trust
- Misinformation about PACs is on the rise, explaining processes and procedures is one of the best tools to combat it
- Demonstrates value/measures impact of the political program to internal stakeholders
- There's nothing to hide, nothing "dirty" about your program
- Essential for attracting young professionals

Communicating Value in a Skeptical Environment

1. Educate and address the misinformation
2. Get a senior management champion (or a few)
2. Benchmarking, competitor/industry performance
3. Morale-boosting, inclusivity, model on organizational brand
4. Demonstrate the PAC as a business function/strategy/tool
5. Consider the PAC as more than just a fundraising tool – update people, send fun messages, be creative and become a resource
6. Have answers prepared for tough questions/skepticism

Creating the Right Messaging: Best Practices

- **Back to Basics:** don't assume anyone knows anything about your PAC
- **Simplify:** concise, visual messages are most effective
- **Branding:** align with your organization's brand, tone down the D.C. imagery
- **Promote inclusiveness:** communicate the importance of what you can achieve together, make it relatable to the day-to-day
- **Awareness:** Take stock of (don't avoid) current events and determine what the tone of your communications should be
- **Have fun!**

PAC Messaging/Education: Best Practices

What to always include:

- **PAC basics:** why the organization has a PAC and its role
- **Put a face to the PAC:** who contributes, how many donors, “employee-funded”
- **Personalize the PAC:** why should they care, why do others give?
- **What’s in it for them:** highlight the benefits of joining
- **Make it easy to learn more:** link a toolkit, PAC website, intranet, etc. your audience can visit for more information

PAC Messaging: Education

Key Facts:

- Corporate PACs are not funded by corporate money.
- Corporate PACs are employee-funded through small dollar contributions (average \$).
- Corporate PACs are limited.
- Corporate PACs represent the most transparent money in the campaign finance system.
- Distinguish between employee-funded PACs and super PACs
- Transparency is king!

PAC Messaging: Education

Addressing skepticism:

My contribution doesn't make a difference.

Even if you give just a few dollars a pay period, your participation helps ensure *ABC PAC* has a strong presence on Capitol Hill. Regardless of the amount, our efforts are stronger the greater the participation we achieve across all levels, business units and facilities.



PAC Messaging: Education

Addressing skepticism:

I don't like the PAC's candidates. I don't like politics, period.

In a company with thousands of employees, it's virtually impossible that everyone will share the same political views. Try to remember that candidates from both political parties and with vastly differing ideologies have been –and continue to be– supportive of issues that affect manufacturing. *ABC PAC* must work with elected officials and political candidates to advance the interests of the company regardless of their stance on many other issues or their party affiliation. We encourage you to support the efforts of *ABC PAC* and in your personal life work to support the candidates you feel best represent your views.



PAC Messaging: Education

Addressing skepticism:

I don't believe money has a place in politics.

Campaign finance is undoubtedly controversial. Keep in mind that PACs were established as a legal, regulated and transparent channel for political contributions as a response to Watergate in the 1970s. In fact, the regulations PACs operate under remain unchanged in the decades since. They allow organizations like ABC to participate in the political process by supporting candidates who support our priorities through a voluntary, limited and transparent process.

Create/Review Political Engagement Policy

RANDOM CORP. POLITICAL ENGAGEMENT POLICY

As a leading global manufacturer, Random Corp. is committed to making a difference in our communities and in our company by rallying the strength of our employees, families and friends. Our ability to reach our potential is enhanced when government policies promote growth that creates jobs, encourages investment in our business, supports our employees and communities, and returns value to our shareholders. But in order to have an impact, Random Corp. must play a visible and proactive role in these policy discussions. In the United States, making political contributions to likeminded candidates is one of the many strategies we use to help reduce our political risk and maintain a business-friendly environment.

Because we have a wide array of constituencies to serve — customers, employees, distributors, suppliers, small businesses, government, community partners, shareholders and more — we consider all of their needs as we participate in these political activities. We consider it our duty, and our responsibility, to make our views clear to those who write the laws, regulations and policies that can influence our global business.

Our responsibility to create a better shared future extends to political contributions from RANDOM-PAC. Contributions are based on multiple criteria and are not determined based on political party

affiliation. RANDOM-PAC is bi-partisan and maintains a goal of dividing contributions within a 60-40 ratio between the two major parties. RANDOM-PAC does not contribute to presidential campaigns. Furthermore, Random Corp. does not contribute to super PACs or independent expenditure committees.

Our PAC Board and government affairs team evaluate a candidate's eligibility for receiving a political contribution based on the following criteria. A candidate must meet a majority of our criteria to be considered for a contribution.

The five areas of criteria used to evaluate candidates, committees and national parties are:

1. Views on issues of importance to Random Corp.
2. Position on a committee with jurisdiction over policy issues of importance to Random Corp.
3. Elected leadership position
4. Members/candidates who represent system facilities and large employee bases
5. Candidates who exhibit a commitment to the values and principles of Random Corp.

No single issue or criteria category determines whether a candidate does or does not receive a contribution. Political contributions are evaluated every election cycle. While RANDOM-PAC may support a candidate in one election cycle, we may elect to withhold future support at any time based on the criteria outlined above. Information on all RANDOM-PAC contributions is publicly available at www.RandomCorp.com or through the Federal Election Commission's website.



PAC Facts Resource Hub – pac.org/pacfacts



Employee-funded political action committees (PACs) are the best example of campaign finance reform that works. Corporate and association PACs are transparent, highly regulated and provide a platform for employee voices to be heard.

PAC Facts Resource Hub – pac.org/pacfacts

Facts Sheets and Resources



Communicating the Importance and Necessity of Your PAC

Preparing for Inquiries about Corporate Political Contributions

Sharing the Value of Your PAC

Super PACs vs. Connected PACs

Frequently Asked Questions and Sample Responses

Video: What is a Corporate PAC?

Key Points from the 2019 Corporate PAC Benchmarking Report

Importance of Association PACs

Importance of Corporate PACs

Council Resources



Distinguishing Between Super PACs and Connected PACs

FEC REPORTING REQUIREMENTS	
Corporate and Association PACs	Super PACs
Report to the FEC (not the IRS, like 527s)	
Required to report all receipts and expenditures	
Register with the FEC as a connected PAC	Register with the FEC as a non-connected political committee
Not effected by <i>Citizens United</i>	Largely the result of <i>Citizens United</i>

USE OF CORPORATE FUNDS	
Corporate and Association PACs	Super PACs
General treasury funds from connected organizations (corporations or associations) may be used only to pay fees associated with PAC administration	
Corporations and associations cannot contribute directly to the PAC	Can raise money from corporations, associations, unions and individuals

FUNDRAISING AND DISBURSEMENT LIMITS	
Corporate and Association PACs	Super PACs
Strict limits — Can accept a maximum of only \$5,000 per year from eligible individuals	No limits — Can accept unlimited contributions from corporations, associations, unions and individuals
Disbursement limits — Can contribute up to \$5,000 per federal candidate committee per election	No disbursement limits — Can spend unlimited amounts of money on independent expenditures only (i.e. radio, TV, print ads)

EXPENDITURE RULES	
Corporate and Association PACs	Super PACs
Funds can be given directly to federal candidate committees	Cannot contribute to federal candidate committees
Allowed to communicate and coordinate with candidates and other recipients	Contributions are made in the form of independent expenditures
	Cannot coordinate independent expenditures with candidate committees



Political Action Committee Q&A

Common questions and sample responses

What is a Political Action Committee (PAC)?

A PAC is a voluntary association of persons who pool their resources in small-dollar donations to increase the impact of their contributions to candidates.

Is PAC money used to influence politicians?

NO. The contributions are allocated to candidates whose records indicate that they balance fairness with issues that coincide with our company's goals and pro-business agenda.

I thought PACs were going to be eliminated...

NO. PACs continue to be supported in the political process because they are a legal, regulated and transparent method of campaign finance. Even with the latest reform measures, PACs remained relatively unaffected and are still seen as the most viable source of contributions to candidates.

Why shouldn't I just support individual candidates and bypass the PAC?

With individual contributions, candidates may not know why you supported them or which issues matter to you. When a PAC makes a contribution, it sends a strong, collective message that contributors share the interests of their association or industry. There is strength in numbers.

How are PAC contributions used by candidates? Why do they need our support?

The cost of running for public office has become increasingly expensive. PAC funds go toward many aspects of successful campaigning, including developing printed materials, purchasing advertising time and providing salaries for campaign staff. Even with increased super PAC spending, it's vital that candidates still raise large amounts of money for their own campaign committees as they cannot legally coordinate (or count on) outside spending in their race.

What is a PAC?



PACs: The Importance of Corporate Political Involvement

Why Have PACs?

- Corporations are prohibited from directly contributing to federal candidates – but they may operate a PAC.
- A PAC is strictly regulated by the FEC and only allows for voluntary, individual contributions under stringent guidelines for participation.
- A PAC is a legal, transparent and federally monitored means of expressing united interests with one powerful voice.
- A PAC is **power in numbers**.



PACs: The Importance of Corporate Political Involvement

Why PACs?

PACs and supporting candidates are the only things a company **cannot** do for itself and for which it relies on its employees for support.

PACs: The Importance of Corporate Political Involvement



Council Resources



COMMUNICATING THE IMPORTANCE AND NECESSITY OF YOUR PAC

In times of national crisis or increased scrutiny of corporate political involvement, PACs are an easy target. However, they are the only true and highly-regulated means by which a company or association can support candidates for Congress who will advocate for their employees, industry or members. Here are strong and factual talking points to defend your PAC and its vital role in your government affairs strategy.

A PAC is a transparent and federally monitored means of expressing united interests with one powerful voice.

- Corporations and associations are prohibited from directly contributing to federal candidates – but they may operate a PAC.
- A PAC is strictly regulated by the FEC and only allows for voluntary, individual contributions under stringent guidelines for participation.
- A PAC has power in numbers. It gives a company a voice through a meaningful show of employee engagement (i.e., 500 employees contributed to the PAC to make this contribution possible).
- One of the most heavily regulated, fair and accepted means of funding elections.

Your industry peers and competitors have a PAC and are using it to build relationships and express their viewpoints.

- There were 2,553 corporate and association PACs active during the 2020 cycle.
- These groups spent nearly \$445 million according to the FEC.
- Make sure you have a seat at the table — if your company isn't sharing its story and perspective on issues impacting its business, someone else is driving the narrative.

A connected PAC is subject to much stricter regulations than other forms of campaign finance such as super PACs.

- Connected PACs like an association or corporate PAC cannot use general treasury funds to make monetary or in-kind contributions to a federal candidate or that candidate's PAC. Therefore, a corporate PAC is the only available method to directly support like-minded candidates.
- A connected PAC is comprised entirely of individual, limited contributions from its eligible employees or members who want an opportunity to engage in the political process via an organization central to their livelihoods.
- An individual decides whether or not to contribute and the amount they give subject to a contribution limit of \$5,000 per calendar year. These contribution limits have not increased in over 40 years.
- PACs permit corporate, association or union employees to pool small-dollar contributions to support like-minded candidates. PACs also help to promote employee, member and citizen involvement in politics.
- PACs are the best example of campaign finance reform that works. Contribution ceilings are low, which limits the amount of a PAC's potential influence. The same limit applies to people who support a PAC, which prevents any individual from having a disproportionate impact on how



Developing a Comprehensive Candidate Evaluation Framework

The attempted insurrection at the U.S. Capitol on January 6, 2021, was an unprecedented event that led many companies and associations to re-examine their political contribution strategies and actions. While some business PACs ceased contributions to the 147 lawmakers who refused to certify the 2020 election results, many more have paused all contributions while they assess their giving criteria and the behavior of past recipients. In order to help organizations in their review processes, the Public Affairs Council has developed recommendations and a sample framework that can be used to manage corporate political involvement decision-making now and in the future.

A well-developed, strategic and thoughtful candidate evaluation process is critical when an organization decides to offer a political voice to employees or members and support candidates with PAC dollars. This process can help the PAC increase buy-in, improve transparency and gain trust with stakeholders including employees, shareholders, retirees, members and unions. And, when controversy strikes, a thoughtful approach lets the news media and general public know your PAC is not only compliant with laws but also responsive to stakeholder concerns.

Before each election cycle or on an as-needed basis, it's important to take time to review your decision-making processes, engage in a dialogue with those who will be involved in managing those processes, and research potential candidates. This review should include an examination of your candidate contribution criteria and a discussion of potential updates or revisions. Remember that these criteria should guide your contribution strategy but still leave room for the reality of changing priorities, events and needs. Additionally, this is a good time to communicate with employees to state your commitment to legal, ethical, strategic and transparent decision-making on political contributions.

When undergoing this review process, the Council recommends you take the following steps:

1. **Review your company's core values, beliefs and commitments.** Be sure to reread your sustainability and corporate responsibility pledges; guiding principles on workforce diversity, equity and inclusion; CEO and board statements on business values; and other documents related to your corporate purpose. Identify those statements and pledges that are sacred and



Timelines and Mediums: Best Practices

- **Email:** keep it short and sweet, don't overwhelm with information
- **Get creative:** use visuals, think outside the box to grab people's attention
- **Events and personal engagement**



NO NEED TO PICK SIDES WITH AFLAC PAC



Just like other polarizing topics—who played the best Batman, pineapple on pizza and, of course, **CILANTRO**—politics very often pits one side against another. Especially in presidential and mid-term election years (like this one!) we hear a lot about partisan politics and the status of each race.



FORTUNATELY, SUPPORTING AFLAC PAC HAS NOTHING TO DO WITH CHOOSING SIDES. WE'RE PROUDLY BIPARTISAN, SUPPORTING OFFICIALS ON BOTH SIDES OF THE AISLE.



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Why does this matter? Developing relationship with both parties is good for business—without that balance, major legislation such as tax reform (advocated by the right) and the Affordable Care Act (advocated by the left) would have had a greater effect on our business.

So, no matter where your allegiance lies, know that supporting the PAC is not like casting a vote for a candidate. Our participation in the democratic process is to promote the issues most important to Aflac.



AFLAC PAC CONTINUES TO BE YOUR VOICE IN WASHINGTON
TO PROTECT THE AFLAC PROMISE.

LEARN MORE OR
[JOIN AFLAC PAC](#)

QUESTIONS?
[EMAIL US](#)





CovestroPAC

Advocacy, *brightened* by you.

What Is a PAC?



PACs are political action committees established under Federal Election Commission (FEC) regulation that allow organizations that are otherwise prohibited (i.e. trade associations, corporations, labor unions and environmental groups) to raise money from certain individuals and contribute those funds to political candidates.



What Is CovestroPAC?



CovestroPAC supports Covestro LLC in its commitment to make the world a brighter place by creating a culture of engagement and building a strong political presence. CovestroPAC mirrors Covestro LLC's values, striving to be curious, courageous and colorful in our advocacy efforts, ensuring we can continue pushing the boundaries of what is possible.

PAC Fun Facts:

- PACs have been around since 1944
- They were started by the Congress of Industrial Organizations (CIO) to help re-elect President Franklin D. Roosevelt
- There are more than 5,300 PACs registered with the FEC
- PACs and SuperPACs are very different (look for more information later this week on our [Community Connections Page](#))
- Companies that contribute to political campaigns **"enjoy about a 20 percent higher performance."** (Journal of Management, January 2011, Reported by the Public Affairs Council)

Corporate contributions are grandfathered federal law. Only eligible individuals can make contributions to CovestroPAC, and the maximum amount that an individual can contribute to a PAC is \$5,000 per year. Contributions to CovestroPAC are not deductible as charitable contributions for federal income tax purposes. Federal law requires us to use our best efforts to report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 in a calendar year. Contributions to CovestroPAC are for political purposes. Participation is strictly voluntary and the above guidelines are only suggestions. You may refuse to contribute without reprisal.

Aflac PAC

POLITICAL SPENDING

LET'S PUT IT IN PERSPECTIVE



You've probably heard a lot about political spending in the news or social media, especially during election cycles. At times, it may seem like money is more important than the issues. But how does political spending really stack up?



MEPAC

MARATHON OIL COMPANY EMPLOYEES POLITICAL ACTION COMMITTEE

Vol. 01, APRIL 2018

MIKE HENDERSON
MEPAC Chairman and Treasurer

Welcome to the first edition of the Marathon Oil Company Employees Political Action Committee (MEPAC) newsletter. The last two years have presented tremendous challenges and opportunities for both our industry and across the political landscape. Given this environment, we have been relatively low-key with our PAC activities and communications the last 18 months. But as industry has begun to recover, it's time to refocus our attention and efforts on the state and federal issues that have the potential to impact our industry, our company and our livelihood.

As MEPAC chairman, I've excited about our plans for 2018. Thanks to those of you who responded to our recent survey, we heard you loud and clear - you want more communication, transparency and a better understanding of how MEPAC, and your efforts, position the Company for success.

That starts today. Over the next few months we will begin to focus on the rights about political action committees, outline specific issues that impact our resource plans, provide opportunities to hear from industry experts, and provide some of the candidates MEPAC supports. We recognize that there are no perfect candidates - who we will agree with on every issue. But by sharing the rationale for our support, my hope is that you'll join the discussion, and we'll win.

ISSUES UPDATE

HOW DO MEPAC DOLLARS HELP SUPPORT MARATHON OIL'S BUSINESS?

MEPAC is essential to the success of our legislative agenda and increasing the visibility of Marathon Oil. It gives us the opportunity to educate elected officials about the economic impact and value we bring to communities. MEPAC allows us to endorse elected officials who support our industry and take concrete action to fostering a sound business environment in which we can prosper.

ISSUE SPOTLIGHT: GROSS PRODUCTION TAX (GPT)-OKLAHOMA

Oil economics recently increased the GPT from 2% to 15% for 36 months and 2% thereafter. The oil and gas industry is already the largest direct source of revenue for the state budget. We must work to educate legislators about the value and positive impact the industry has on everyday life, and oppose further tax increases. Your participation in MEPAC is critical to the process and gives you a voice you might not otherwise have to ensure responsible, pro-industry legislative representation.

MYTH VS. FACT

MYTH

In our contemporary political discourse, business PACs are often held up as symbols of corporate greed because of a perceived unfair influence they play in elections.

FACT

PACs are a legal political tool utilized by most special interests including unions, but insurers, non-profits, teachers, peace officers, service industry and many more. PACs allow individuals with a common desire to speak in a collective voice, to advance policies that are important to them. PAC membership is a way for people to engage in our political process and ensure that their voice are heard.

HOW DO I SUPPORT MEPAC?

Joining MEPAC is easy. Eligible employees can receive the contribution form on the [MEMBERS](#) or contact Katelyn Puckett (325-4) for more information.

CANDIDATE CRITERIA

The MEPAC Board meets regularly to discuss contributions to candidates seeking office based on recommendations from Government Affairs representatives. Government Affairs professionals recommend candidates for the Board using the following criteria:

- The candidate's position or voting record on issues of direct interest to Marathon Oil and our operating areas.
- The candidate's position on key committees where legislation of importance to Marathon Oil is considered or the candidate's demonstrated leadership in potential for legislative action in Congress or a state legislature.
- Knowledge and support of our industry.
- Supportive of pro-business regulations.
- Background and experience, and
- The candidate's ability to get elected and the need for financial assistance.

Marathon Oil Government Affairs Representatives:
Bekker, Zee Wang
Eagle Ford and Peirman - Hugo Gutierrez
Guth - Katie Altshuler

CANDIDATE PROFILE

Congressman KEVIN CRAMER
NORTH DAKOTA

US Rep. Kevin Cramer is running for the Senate in what will be one of the most closely watched races in the country during the mid-term election in November. Congressman Cramer has distinguished himself in the House and would be supportive of pro-business policies and the industry in the Senate. Rep. Cramer has worked with Marathon Oil on a number of important issues, including oil and gas regulations, the removal of the crude oil export ban and corporate tax reform. He is working against incumbent Senator Heidi Heitkamp, who voted against repealing the onerous 10-cent drilling and flaring rule that we opposed by our industry. Conversely, Rep. Cramer withdrew the Congressional Renewable Act petition and was publicly supportive of removing the overly burdensome regulation that continued during significant legal and compliance costs.

CovestroPAC | Advocacy, *brightened* by you.

The infographic shows a central yellow circle labeled 'Industry Champion' with a trophy icon. Ten other circles are connected to it by lines, each representing a factor: 'Employee Location' (location pin), 'District/State' (US map), 'Mission Statement' (target), 'Core Values' (handshake), 'Regulations' (clipboard), 'Political Insight' (info icon), 'Leadership Position' (crown), 'Race Analysis' (line graph), and 'Facility Location' (factory). A large black arrow points from the 'Industry Champion' circle down to the text 'CovestroPAC Support'.

CovestroPAC Support

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YOU ARE...

part of an industry that supports 10.3 million U.S. jobs.



YOU ARE...

part of an industry that contributes more than \$1.3 trillion to the U.S. economy each year.



YOU ARE...

part of an industry that supplies nearly 66% of America's energy needs.



ARE YOU...

supporting the industry that supports you by contributing to MEPAC?





Pre-Election/Halloween (Cont'd)

A collage of images from the "Election Connection" event. It includes several individual portraits of participants wearing headphones, a group photo of people at a table, and a "Nationwide" logo. A large graphic on the right side of the collage reads "ELECTION CONNECTION" in red and blue, with "On the phone: Melissa Crawford Sr. Director, Gov't Relations" below it. The date "June 14, 2018" is displayed in a large, white, serif font. Below the date, a paragraph of text reads: "General Update, IA Primary Results, CA Primary Results, Amy Katrak, Finance Director of the OH House Democratic Caucus and Alex Penrod, Finance Director of the OH Republican Senate Campaign Committee, discuss Campaign Finance 101".



AIRBUS | PAC

As Members of the Airbus Family, we are part of an exciting company that operates in a highly regulated—and very competitive—industry.

“Hi, this is Jeff Knittel, join me in becoming a member of the Airbus PAC. Together we can have a greater influence on the decisions that impact the future of our company.”

Government actions and decisions affect each of us, and everything we do—including our responsibilities at work, and in our communities.

The employee political action committee provides the opportunity for you to get involved in the political process. Together, our voice can be heard in Washington DC. After all, you are the best ambassadors for our company, and our industry.

What sets Airbus PAC apart from other PACs?
It's a good government fund that is truly led by you, our employees! Your employee PAC amplifies our collective voice so the issues that matter to us locally can be heard in Washington, D.C.

AirbusPAC allows us to tell our story face-to-face, educating Members of Congress on issues important to you, your community, and our company—

Such as:

- Promoting smart regulations
- Advocating fair market competition
- Supporting and funding federal programs that impact us



Together, we support representatives of both political parties in nearly every state across our country. Representatives that believe in our people, products, and capabilities.

Through the PAC Match program, your voluntary PAC contributions are matched dollar-for-dollar to a 501(c)(3) charity of your choice. There are no restrictions on which charities can receive donations, so you make the choice of how best to benefit your community. It's doing two good deeds with one action.



Join your fellow colleagues in becoming a member of the AirbusPAC. It's easy, visit us at www.airbusPAC.com

AirbusPAC membership is limited to US Citizens (or permanent residents) who are full-time salaried employees of Airbus America, Inc., its affiliates and subsidiaries: (1) contributions are used for political purposes and are not tax-deductible; (2) participation in the PAC is strictly voluntary; employees have the right to elect to not contribute without fear of reprisal; (3) any amounts provided are merely suggestions, employees may contribute more or less than the guidelines suggest; (4) Airbus America, Inc. and its affiliates will not favor or disadvantage anyone because of the amount they contribute or because of their decision not to contribute; and (5) federal law requires AirbusPAC to report the name, mailing address, occupation, and employer of individuals who contribute more than \$200 in a calendar year.



IT'S AN ELECTION YEAR.

MEMBERS OF CONGRESS ARE BUSY
TRYING TO **PROTECT** THEIR **SEATS**.



PROTECT YOURS!
JOIN ALPA-PAC TODAY.

www.alpapak.org

Disclaimer: The descriptions of the Air Line Pilots Association PAC are not a solicitation to contribute to the PAC. Only ALPA members, ALPA executives, senior administrative and professional staff personnel, and their immediate family members living in the same household are eligible to contribute to ALPA-PAC. ALPA-PAC maintains and enforces a policy of refusing to accept contributions from any other source. ALPA members may learn more about ALPA-PAC and about contributing to ALPA-PAC by entering the members-only portion of www.alpapak.org.



THIS IS THE
ONLY AISLE
WE CARE
ABOUT.

ALPA-PAC IS THE MOST
BIPARTISAN LABOR PAC IN
THE COUNTRY. CONSERVATIVE,
LIBERAL, OR SOMEWHERE IN
BETWEEN: WE DON'T CARE
WHAT **SIDE OF THE AISLE**
THEY'RE ON, AS LONG AS
THEY'RE ON **OUR SIDE**.

BACK THE PAC!
ALPAPAC.ORG

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Creative Ideas for Engagement

- Podcasts
- PAC Carnival
- PAC jeopardy or trivia games
- “Found it” emails
- PAC “office hours”

STEP RIGHT UP TO THE IP-PAC CARNIVAL SCORE CARD

GAME	POINTS	TOTAL
LEADERSHIP CLUB MILK BOTTLE TOSS		
PAC MEMBER BENEFITS RING TOSS		
PAC MATCH WHEEL		
IP-PAC CORNHOLE		
PIN IP-PAC'S SUPPORT ON THE CANDIDATE		
IP-PAC GUESSING BOOTH		

GRAND TOTAL:

IP★PAC

IP★PAC	
CARNIVAL LEADER BOARD	
WINNER	
Michael Maxey Transportation Planner Supply Chain Operations	44 POINTS
RUNNER UP	
Lisa Wilton Manager Packaging System Mfg Information Technology	43 POINTS
HONORABLE MENTION	
Anthony Perry Fixed Assets Team Lead Corporate Finance	38 POINTS

Thanks for coming out earlier this week for the first ever IP-PAC Carnival. We are happy to reveal the Carnival Leaderboard with the top point-earners:



IP-PAC MATCH DOUBLE PLAY

Did you know supporting the IP-PAC not only helps strengthen International Paper's role in the political process but also helps the communities where we live and work?

You can double your impact by [enrolling in the new IP-PAC Match program](#). As an IP-PAC Supporter, you are eligible to have your annual PAC contribution matched by International Paper to a charity.



IP★PAC

INTERNATIONAL PAPER

WE DON'T SIT ON THE SIDELINES

Your participation in the PAC matters.
Now's the time to get in the game.

CANDIDATES IN THE SPOTLIGHT: Supporting Candidates Who Share Our Vision

When we evaluate candidates to support, we don't look to see who's wearing a red jersey or a blue jersey. It's all about supporting the best candidates to represent the IP team.

IP-PAC supports candidates who take the lead on key issues and have a record of support for industry and manufacturing priorities. [Click here to learn more about the candidates we support.](#)



JOHN BOOZMAN
(R-AR) US SENATE
Paper & Packaging Caucus Chair
Ag. Nutrition & Forestry Committee



435
EMPLOYEES



4
FACILITIES

ANGUS KING
(I-ME) US SENATE
Energy & Natural Resources Committee
Auburn Box Plant



140
EMPLOYEES



1
PLANT



TERRI SEWELL
(D-7-AL) US HOUSE
Ways & Means Committee
Pine Hill & Riverdale Mills



1,225
EMPLOYEES



2
MILLS

DAN NEWHOUSE
(R-4-WA) US HOUSE
Paper & Packaging Caucus Co-Chair
Appropriations Committee
Moses Lake & Yakima Box Plants



230
EMPLOYEES



2
PLANTS



- Displays financial need or has a competitive race
- Demonstrates character and integrity

[Join IP-PAC today](#) and help support candidates who represent the IP team!

WHEN IP THRIVES, WE THRIVE! IT'S TIME TO GET IN THE GAME!

IP★PAC

INTERNATIONAL PAPER

Visit IPPAC.COM to learn more

Important Disclaimer: Contributions to IP-PAC are not tax deductible for federal income tax purposes. Contributions to IP-PAC are for political purposes. All contributions are voluntary and you may refuse to contribute without reprisal. Note: Federal law requires political action committees to report the name, mailing address, occupation and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.

In 2016, IP-PAC contributed \$1,585,000 in support of 604 candidates and committees who met the IP-PAC contribution criteria outlined below:

- Supports key issues to International Paper
- Has IP facilities or employees in the district or state represented
- Supports issues important to the forest product industry or manufacturing sector
- Serve on key committees of jurisdiction
- Is a legislative leader or key committee chairman



Questions and Discussion

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