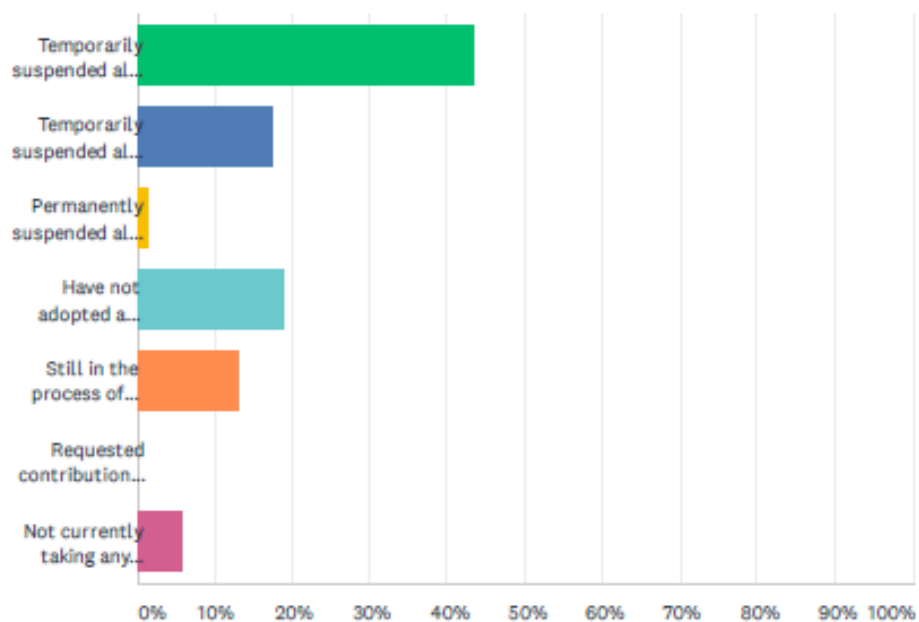


## Political Involvement Network Survey

January 27 – February 6, 2021

Q1 In the wake of the events at the Capitol on January 6, has your organization taken any of the following actions?

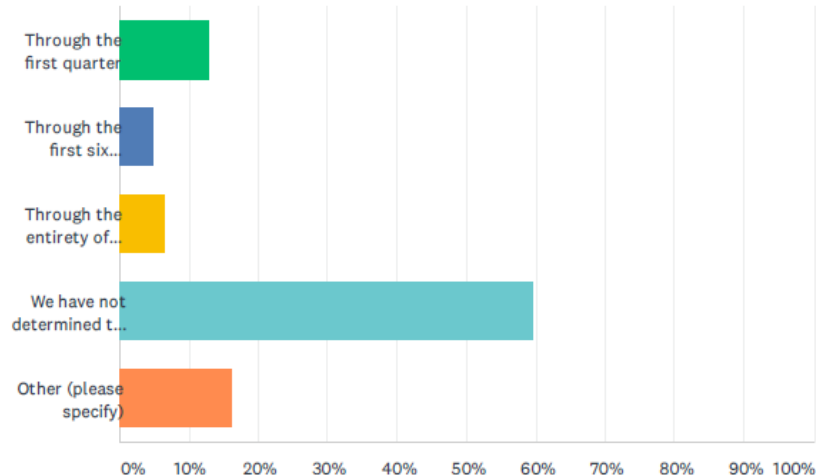
Answered: 69 Skipped: 0



ANSWER CHOICES	RESPONSES	
Temporarily suspended all federal PAC contributions	43.48%	30
Temporarily suspended all federal PAC contributions to the 147 lawmakers who voted against certifying the 2020 election results	17.39%	12
Permanently suspended all federal PAC contributions to the 147 lawmakers who voted against certifying the 2020 election results	1.45%	1
Have not adopted a formal plan, but will evaluate recent events when considering future contribution decisions	18.84%	13
Still in the process of reviewing political contribution policies	13.04%	9
Requested contributions to certain members of Congress be refunded	0.00%	0
Not currently taking any action	5.80%	4
<b>TOTAL</b>		<b>69</b>

Q2 If your organization has temporarily suspended PAC contributions either to all lawmakers or more specifically to the 147 objectors, how long is the pause in place?

Answered: 62 Skipped: 7



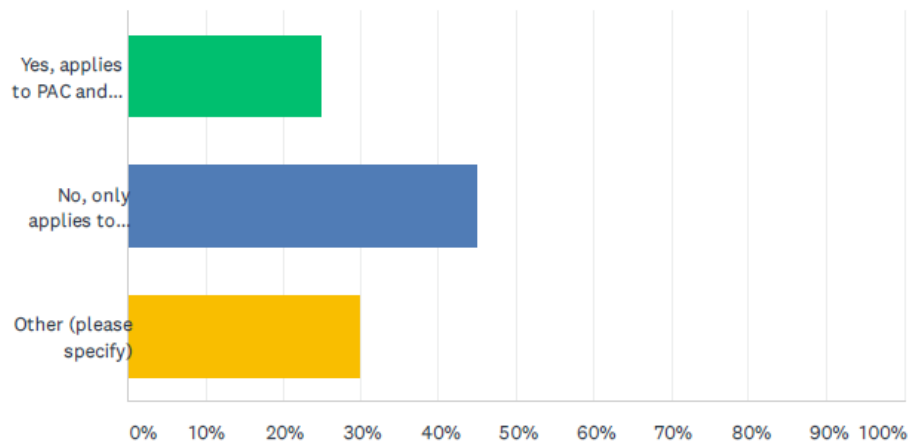
ANSWER CHOICES	RESPONSES	
Through the first quarter	12.90%	8
Through the first six months of 2021	4.84%	3
Through the entirety of 2021	6.45%	4
We have not determined the timeline and will be consistently reevaluating the situation.	59.68%	37
Other (please specify)	16.13%	10
TOTAL		62

**Comments:**

- Pausing until our PAC Board meets in February
- Until reevaluation of our contribution practices is complete
- Pausing for the entire election cycle
- We plan to resume giving after we have revised our criteria of giving and established our budget (hopefully in February).
- First six weeks of 2021 and reconsider if additional actions occur
- Not definitive, but likely March 1
- We will likely start back up in March.

### Q3 If your organization has temporarily or permanently suspended PAC contributions, does this suspension apply to state PAC contributions and corporate contributions as well?

Answered: 60 Skipped: 9



ANSWER CHOICES	RESPONSES	
Yes, applies to PAC and corporate political contributions across all levels of government.	25.00%	15
No, only applies to federal PAC contributions and/or the 147 objectors.	45.00%	27
Other (please specify)	30.00%	18
TOTAL		60

\*Several of the “other” responses noted their organization does not make state-level or corporate contributions.

#### Comments:

- Yes, applied to PAC contributions – federal, state, and PAC to PAC; no discussion on corporate political contributions at this time, but they will most likely not be made either.
- We have been holding off on corporate contributions due to budget cuts anyways.
- Have publicly stated pausing on the 147 only; internally we are also pausing on certain state elected officials as well.

## Q4 If your organization has temporarily suspended PAC contributions, what actions or benchmarks will lead to resuming political contributions moving forward?

Answered: 48   Skipped: 21

\*17 responses from organizations reporting they are still seeking how to determine this.

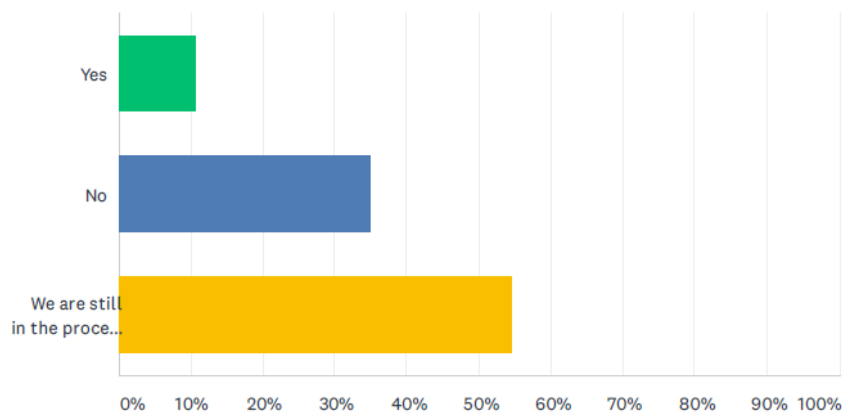
### Other Responses:

- Closer alignment with company values (i.e., Integrity & Respect).
- Contributions criteria being revised and conduct of objectors in 2021 will be evaluated.
- Re-evaluating candidate criteria and sharing a metrics-based budgeting approach with our membership.
- They start telling the truth--the objective truth, supported by facts, actual facts.
- Created formal criteria
- Review of our giving criteria
- Board of Directors will re-evaluate the political atmosphere and review recommendations from our lobbyists.
- We will reevaluate contributions in 2021 and look at member's actions consistent with our company and PAC values, including support for democratic principles.
- Completed reevaluation and benchmarking of PAC contribution practices and approval of a 2021-2022 PAC budget by our PAC Board
- Understanding more about the reasons behind the objections to verifying the Electoral College certification.
- End of cycle and seeing where they align on our issues moving forward
- We will be revisiting the situation with our PAC board at the end of Q1. We are watching to see if the political environment begins to cool down.
- We have a PAC Board meeting scheduled to implement a formal process to use going forward for candidates who do not comply with our values criterion (a new criterion to be approved at the upcoming meeting). Once our overall election cycle budget is approved, we will likely resume contributions.
- All candidates regardless of Jan 6 vote will be put through a more rigorous evaluation of their alignment with company's core values first before proceeding to remaining PAC criteria.
- Still determining, but will likely be a case-by-case basis
- Revising our criteria of giving and establishing our PAC budget for the cycle based on that new criteria.
- Further discussion and decision making as to how to move forward.
- We will likely continue to contribute to members on both sides of election/impeachment so long as they remain solid on industry issues, however, as with any year we want to ensure that we are giving to members who are effective.
- we have not determined how we will stop the suspension and what we will do in terms of the 147.
- A reevaluation of our contribution criteria

- exemption if critical to support a champion earlier than suspension. Otherwise when suspension date ends resume unless other actions happen that need to be considered (i.e. another crises)
- We will resume when needed.
- That's the million dollar question we are all seeking a response for. We haven't decided yet.
- Each lawmaker will be reviewed again as part of our annual budget process
- Re-examination of contribution criteria and guiding principles by various employee groups. Additionally, educating on legislative issues and political process.
- Each member of Congress will stand on their own merit

## Q5 Has your PAC made changes to its contribution criteria in the wake of January 6?

Answered: 66 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	10.61%	7
No	34.85%	23
We are still in the process of evaluating potential changes to our PAC contribution criteria.	54.55%	36
<b>TOTAL</b>		<b>66</b>

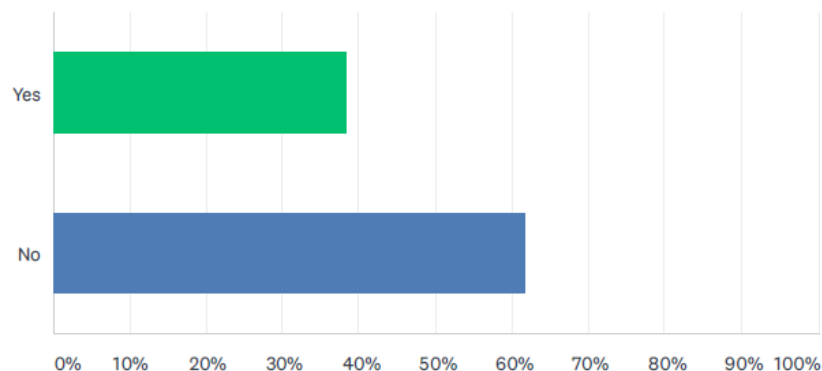
### If yes, please share what changes have been made:

- Will most likely include egregious conduct and/or actions that may have reputational risk and/or are contrary to values.
- Re-instituting formal scorecard and metrics-based budgeting.
- We were in the process of developing a more formal contribution policy and as a result of this are likely to need to include something on support for principles of democracy, which we probably would previously not have considered necessary to articulate (though clearly still believed in).
- We were already in the process of adding a values criterion to our giving criteria

- We made a change to criteria in December (so before Jan 6) as a result of ongoing conversations with our PAC Board over the course of two years about political divisiveness and social unrest. We added a criteria to align with the company core values and made it the first criteria.
- Added that we will not support elected officials of any party, at the federal, state or local level, who incites or encourages violence through their actions or rhetoric.
- Added a criteria to align more with our company values and add a criteria about code of conduct.
- We maintain somewhat flexible/informal criteria for this very reason - we feel we need to reserve the right to assess the current politics on the Hill and adapt accordingly.
- we are just being stricter in adhering to existing criteria - we updated in summer of 2020.
- No but we refreshed and updated some best practices.
- We will consider the impact the vote will/is having ON THE members ability to help us (do the polls show that it is impacting his/her ability to get re-elected). Are other members not willing to cosponsor his/her legislation?

## Q6 Does your current PAC contribution criteria have character/ integrity language integrated within its formal giving criteria?

Answered: 68 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	38.24%	26
No	61.76%	42
TOTAL		68

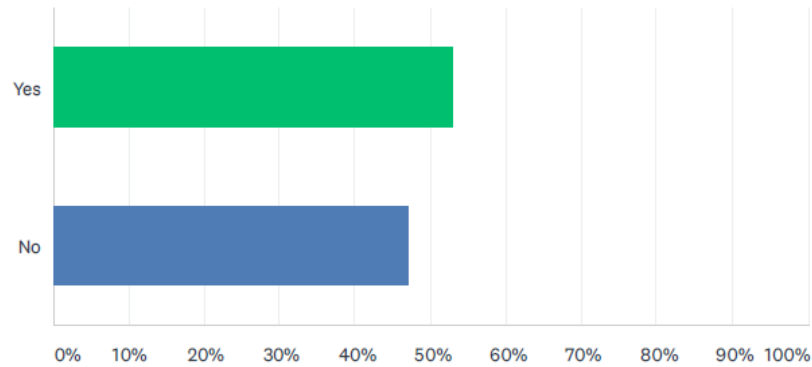
### If yes, please share this language if you are willing:

- It's been unofficial until now; we'd starting layering in diversity, equity and inclusion considerations. As we work to articulate all this in writing, it will likely make its way there.
- Aligned with [company] business interest and values (our values include integrity, ethics and respect)

- We consider risk to company reputation
- We had "demonstrates ethics and integrity" as a criterion for over a decade and recently changed it to align with company core values.
- Our belief in government, respect for the democratic process and adherence to the rule of law always have been at the core of our engagement. We are constantly evaluating our efforts to ensure they are informed by those ideals and adhere to the uncompromising values we follow as a business - honesty, respect, fairness, integrity, and the value of diversity.
- (Company) makes political contributions as permitted under federal, state and local laws, without regard for the private political preferences of the Company's executives, to help elect candidates whose views and positions are good for the Company, our industry, and ultimately the free-market economy. Political contributions are made by the PAC or by corporate funds, where permitted. PAC contributions as well as corporate political contributions are made based on a variety of factors including: Views on issues of importance to (Company); Position on a committee with jurisdiction over policy issues important to (Company); Representation of a state or district where (Company) has an employee presence; Elected leadership position; Character and integrity; and Commitment to policies that support diverse and inclusive communities. PAC does not contribute to presidential campaigns.
- Not specifically but is in line with our professional ethics - so included by virtue of that.
- Integrity - doing the right thing, Diversity & Inclusion - pursue and understand diverse thought and perspectives, acceptance, Commitment - doing what they say, and Excellence - passionately do their best.
- (A) The integrity, character and leadership ability of the candidate; (B) The candidate's position and/or voting record on issues of interest to "COMPANY", and its subsidiaries and affiliates, issues involving the private enterprise system and on economic and social questions of local, state, national or international importance.
- We make a reference to "responsible candidates who embody good government," but I am not sure we have really applied that systematically.
- Only as it pertains to ethics violations and criminal investigations; both trigger ceasing of contributions.

## Q7 Has your PAC lost contributors in the wake of January 6?

Answered: 68 Skipped: 1

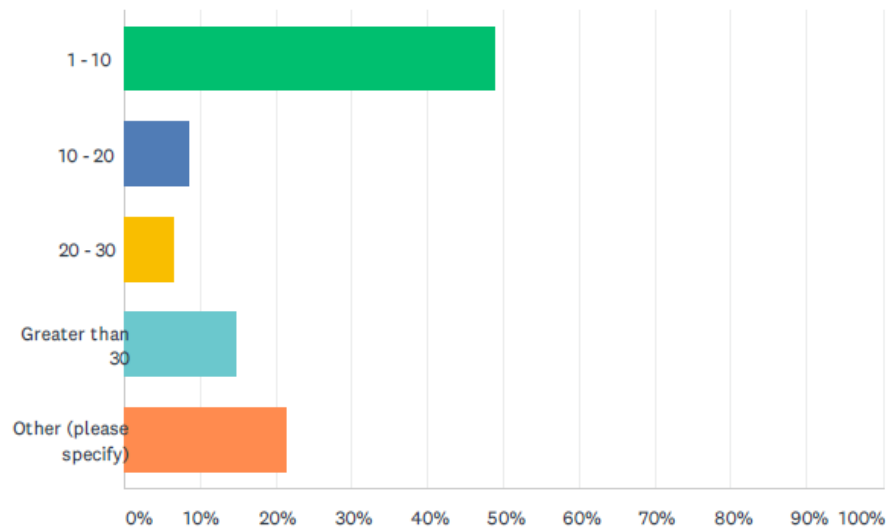


ANSWER CHOICES	RESPONSES	
Yes	52.94%	36
No	47.06%	32
TOTAL		68



## Q8 If your PAC has lost contributors, please share approximately how many:

Answered: 47 Skipped: 22



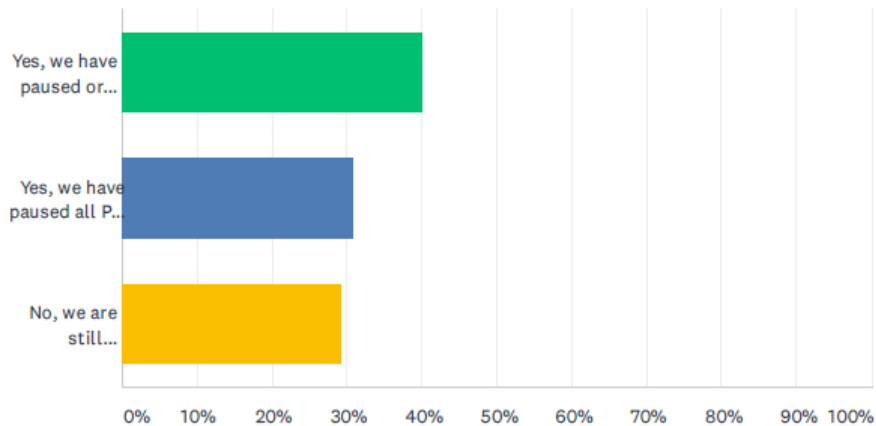
ANSWER CHOICES	RESPONSES	
1 - 10	48.94%	23
10 - 20	8.51%	4
20 - 30	6.38%	3
Greater than 30	14.89%	7
Other (please specify)	21.28%	10
TOTAL		47

### Other:

- Unknown, we haven't solicited yet.
- We are also spinning off a company so it's hard to tell whether it's because of that or Jan. 6. Estimate we have a mixture of both.
- Not known, we do a one-time annual solicitation, not payroll.
- Only one—employee cited that it is solely for financial reasons. Two others tried to cancel, but candid one-on-one conversations overturned their thoughts on canceling.

## Q9 Has your PAC paused or delayed solicitations and/or communications as a result of the January 6 events and subsequent pressures?

Answered: 65 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes, we have paused or delayed solicitations, but are still communicating with PAC contributors/eligibles.	40.00%	26
Yes, we have paused all PAC solicitations and communications for the time being.	30.77%	20
No, we are still soliciting and communicating with our PAC eligibles.	29.23%	19
TOTAL		65

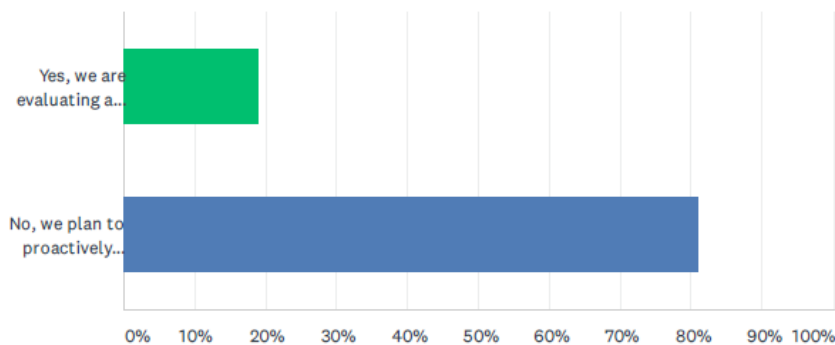
### Comments:

- Focused on education efforts and revitalizing those materials.
- Our solicitation will begin this week, and we plan to directly address questions about Jan. 6 in virtual info sessions re: the PAC.
- The economic situation caused by COVID is as big of a driver of a solicitation pause as recent events. We will start soliciting when the economy improves and political tempers have cooled.
- We have not started our solicitation campaign for the year yet.
- We are not soliciting at this time.
- No on communications, still planning for our March/April solicitation .
- We are posting political education blog posts on our intranet.
- We communicated with PAC donors about the PAC Board candidate review process, PAC criteria and that the PAC Board was discussing the events of Jan 6 as part of our regular PAC strategy review at the beginning of each Congress.
- We plan to "reopen" with targeted solicitations in the next 1-2 weeks. We are also actively working with authorized companies to launch their own efforts to limit some of the solicitations coming from HQ.

- We are being much less aggressive/political in our tone and tactics but continue to engage with PAC eligibles.
- Just for six weeks and to watch if anything further occurs that would negatively impact our fundraising/communications, we could choose a further delay. For now not beyond the six weeks.
- We have delayed our PAC annual report release and currently plan to solicit in April rather than our usual Feb-March timeframe.

### Q10 In addition to PAC contributions, is your organization reevaluating its direct lobbying and/or grassroots advocacy outreach to the 147 objectors and their offices?

Answered: 63 Skipped: 6



ANSWER CHOICES	RESPONSES	
Yes, we are evaluating all outreach including direct lobbying and grassroots efforts to these members.	19.05%	12
No, we plan to proactively work with these members and their staff when necessary.	80.95%	51
TOTAL		63

#### Comments:

- We are likely going to be judicious in reaching out to at least one key office (because we have major investments in their district that necessitate continued outreach), but are less likely to proactively seek assistance unless critical.
- We're refraining from engagement with the 147 objectors in public forums (ex: Meet and Greets with a broad invitee list) in the very near term. For small group or industry-focused events with a narrower invite list or direct engagement, no change to our engagement practices.
- I don't think we have looked at this systematically yet. I don't know why Mike Burgess voted against certification, but there still has to be a monumental difference between him and others like Boebert and Taylor-Green.
- We are not inviting to speak at our meetings or giving/proceeding with any awards recognition that was planned for 2021 for any of these members.

## Q11 Are there any additional comments or considerations you'd like to share?

### Responses:

- Our PAC steering committee meets this week and will have an update to our process following the meeting.
- See above regarding a possible webinar/zoom call, etc. for members. I'm not sure if everyone really understands what the objections were and why. I am about 50/50 clear and feel like a better understanding of the objections will better prepare me for PAC activity moving forward.
- It's important to not be reactive because of Jan 6, but to think about how any changes made to PAC criteria or process will be made consistently moving forward. It's not just about one vote or action.
- In the name of diversity, equity, inclusion and "corporate values," will corporate America roll over to the external pressures and become strictly partisan PACS? Some employees calling for the PAC to stop giving to candidates and only give to "good government" organizations to save democracy. Please tell me what prevents all of this from happening or do we just start shutting the PAC down now which is the true goal of campaign finance "experts."
- Is anyone else taking incoming calls from the public over having double-maxed to any of the 147? As most of us all know, Open Secrets has a list of all PACs who double maxed to any of the 147. We are getting a handful of complaints but none from members.
- We ceased contributions not because of the objections to the EC certification, which has occurred in the past, is expected to occur in the future, and is permitted under the constitution. Rather, it was the objection following the violence that led to concerns regarding how a lawmaker viewed the PEACEFUL transfer of power as a key component of stability (both economic and political) for the country - thereby impacting how we operate and serve our clients.