

1 [Urging SFERS and CALPERS]
2 URGING THE SAN FRANCISCO EMPLOYEES RETIREMENT SYSTEM (SFERS),
3 CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM (CALPERS), AND OTHER
4 PUBLIC RETIREMENT SYSTEMS ACROSS THE NATION TO VOTE THEIR SHARES IN
5 FAVOR OF A RESOLUTION REQUIRING EXXONMOBIL TO EXPLICITLY PROHIBIT
6 DISCRIMINATION BASED ON SEXUAL ORIENTATION IN ITS EQUAL EMPLOYMENT
7 OPPORTUNITY POLICY AT THE COMPANY'S UPCOMING SHAREHOLDER ANNUAL
8 MEETING ON MAY 31, 2000.

9

10 WHEREAS, Companies throughout the United States have increasingly been
11 establishing written policies explicitly prohibiting discrimination on the basis of sexual
12 orientation in the workplace as a way of promoting fairness and equality and encouraging
13 productivity; and

14 WHEREAS, Before its merger with Exxon, the Mobil Corporation, along with
15 competitors Chevron and BP Amoco, had an explicit statement prohibiting such
16 discrimination, while Exxon did not; and

17 WHEREAS, The merged ExxonMobil Corporation announced in January that it had
18 revoked the domestic partnership benefits and sexual orientation discrimination protections
19 that were in place at Mobil; and,

20 WHEREAS, As a result, the New York City Employees Retirement System (NYCERS),
21 Trillium Asset Management and a group of individual shareholders are cosponsoring a
22 proposal for consideration at upcoming ExxonMobil Annual Shareholder Meeting in Dallas,
23 Texas on May 31, 2000 that would require the company to include an explicit prohibition
24 against discrimination based on sexual orientation in its EEO policy; and,

25

1 WHEREAS, As of April 28, 2000, SFERS had 424,992 shares of ExxonMobil stock
2 valued at \$33,016,565, giving them a significant stake in the upcoming vote; and,

3 WHEREAS, This resolution needs the support of public, corporate, and endowment
4 pension funds with shares invested in ExxonMobil across the country in order to pass;

5 WHEREAS, Such a statement is a crucial way of that public pension funds can
6 promote basic employee protections for lesbians and gay men; now, therefore be it,

7 RESOLVED, That the City and County of San Francisco Board of Supervisors hereby
8 urges the San Francisco Employees Retirement System, California Public Employees
9 Retirement System, and other public retirement systems across the nation to vote their
10 shares in favor of a resolution requiring ExxonMobil to explicitly prohibit discrimination based
11 on sexual orientation in its Equal Employment Opportunity policy at the company's upcoming
12 shareholder annual meeting on May 31, 2000; and, be it

13 FURTHER RESOLVED, That a copy of this resolution be forwarded to SFERS and
14 CALPERS.



City and County of San Francisco

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

Tails

Resolution

File Number: 000813

Date Passed:

Resolution urging the San Francisco Employees Retirement System (SFERS), California Public Employees Retirement System (CALPERS), and other public retirement systems across the nation to vote their shares in favor of a resolution requiring Exxonmobil to explicitly prohibit discrimination based on sexual orientation in its Equal Employment Opportunity policy at the company's upcoming shareholder annual meeting on May 13, 2000.

May 8, 2000 Board of Supervisors — ADOPTED

Ayes: 8 - Ammiano, Becerril, Bierman, Brown, Katz, Kaufman, Yaki, Yee

Absent: 3 - Leno, Newsom, Teng

File No. 000813

I hereby certify that the foregoing Resolution was ADOPTED on May 8, 2000 by the Board of Supervisors of the City and County of San Francisco.



Gloria L. Young
Clerk of the Board

Date Approved

Mayor Willie L. Brown Jr.

Date: **May 19, 2000**

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, became effective without his approval in accordance with the provision of said Section 3.103 of the Charter.



Clerk of the Board

File No.
000813