

United Shareholder Meeting Question
David Almasi, Vice President
National Center for Public Policy Research, May 22, 2019

I'm David Almasi of the National Center for Public Policy Research.

Mr. Munoz, last year you told one of my colleagues that the decision you made to cancel a United Airlines discount for the National Rifle Association (NRA) "wasn't political." Instead, you claimed it was "personal with regard to my family at United."ⁱ

Well, Inc.com reached out to your "family" at United and you may be surprised by what it found. By a 4:1 margin, United employees disagreed with both your answer to my colleague and the company's decision to drop the NRA discount in the first place.ⁱⁱ

One current employee said, "[i]f it was political then he doesn't speak for us that do support the NRA. If it was personal, then I suggest he step down since he [can't] seem to separate personal decisions from business decisions." A current company manager noted: "He doesn't speak for me and he is NOT my family!"ⁱⁱⁱ It doesn't seem like you and your family are on the same page here. Even the minority who supported your actions did so for overtly political reasons, having a clear animus against the NRA.

Following last year's annual meeting, a nearly unanimous CNBC panel decided you had made a poor business decision. One commentator said, "[h]e doesn't own the company. It's not Munoz Air."^{iv} Another suggested that a "decision like this is big enough that he has to go in front of the board and pitch it to them and sell it. And, if he sells it right, they are all gonna be on board with him."^v

I have a comment and then a question. First, when you take a political action on behalf of the company, maybe you should actually check with them first. And can you explain why you didn't run this decision by the board of directors before you made it?

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ⁱ <https://nationalcenter.org/ncppr/2018/05/27/united-ceos-personal-decision-against-nra-deemed-political-by-experts-and-employees/>

ⁱⁱ <https://www.inc.com/bill-murphy-jr/the-ceo-of-united-airlines-just-made-a-bold-admission-a-lot-of-united-employees-arent-happy-about-it.html>

ⁱⁱⁱ <https://www.inc.com/bill-murphy-jr/the-ceo-of-united-airlines-just-made-a-bold-admission-a-lot-of-united-employees-arent-happy-about-it.html>

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