



# Paychex

Subsidiaries: Advance Companies, Nettime, SurePayroll

Locations: New York (HQ)

Industries: Accounting Payroll & HR Services

## RISK LEVEL:



Lower Risk

### DESCRIPTION:

Paychex is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Paychex does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects free exercise, free speech, and free enterprise.

### Corporate Weaponization

**Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.** Lower Risk

*Paychex has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs.** Lower Risk

*Paychex does not discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus areas are "entrepreneurship/education, health and wellness, improving the economic health of the community and its workforce, and corporate citizenship" (1).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature.** High Risk

*Paychex implemented a four-part series on inclusion and DEI. The company requires its employees to take Diversity & Inclusion Awareness training (1). The company does not provide viewpoint protections for its employees (2).*

### Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.** Medium Risk

*Paychex' CEO, John Gibson, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI*

through bias education training in the workplace (1)(2). Otherwise, there are no publicly known cases of the company using its reputation to advance ideological causes or policies (3).

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**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Lower Risk**

*Paychex has not used corporate funds to advance ideological causes, organizations, or policies (1).*

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk**

*Paychex does not operate a PAC at this time and has not used its lobbying for ideological purposes (1)(2)(3).*

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