

**DESCRIPTION:**

Thrivent, the parent company of Ronald Blue & Co., has not publicly terminated business relationships due to views or beliefs. Primarily targeted toward Christian clients, it does not discriminate against employees or its client's needs, particularly regarding charitable donations. A Thrivent donor program hosted an event to "explore and learn about the past 50 years of lesbian, gay, bisexual, transgender, queer, intersex and asexual (LGBTQIA+) history in the life of the Lutheran church and the ELCA." For these reasons, Thrivent Financial receives a "Lower Risk" rating.

**Corporate Weaponization**

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

*Thrivent and its subsidiaries have not publicly terminated business relationships due to views or beliefs. The company willingly conducts business with various ministries and nonprofits (1). Thrivent received a score of 95 on the Corporate Equality Index from the Human Rights Campaign (2).*

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

*Thrivent's gift-matching program and its charitable programs for its clients do not discriminate against charities based on their beliefs but are willing to work with the charities of the members' choice (1).*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. High Risk**

*Thrivent does not protect potential employees against viewpoint discrimination in its nondiscrimination hiring policy (1).*

**Corporate Governance and Public Policy**

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Lower Risk**

*There are no known cases of Thrivent or its affiliates using their corporate influence to advance ideological agendas.*

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

Thrivent pledged \$3 million to the Black Lives Matter movement and related causes, though the company's follow-through is unknown (1)(2). However, Thrivent did empower a "Faith Impact Fund" to host "an event at the ELCA Churchwide Assembly to explore and learn about the past 50 years of lesbian, gay, bisexual, transgender, queer, intersex and asexual (LGBTQIA+) history in the life of the Lutheran church and the ELCA" (3).

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**Uses corporate political contributions for ideological, non-business purposes.****Lower Risk**

Thrivent's PAC has not donated to groups with strictly ideological purposes (1).

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