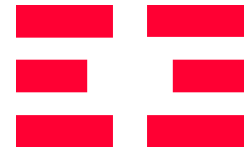




Nelson Mullins Riley & Scarborough

Locations: South Carolina (HQ)
Industries: Legal

RISK LEVEL:



High Risk

DESCRIPTION:

Nelson Mullins Riley & Scarborough (Nelson Mullins), scored a 70 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, the company increases the risk of dividing employees, alienating customers and harming shareholders. The company provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Nelson Mullins forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company also supported the LGBTQ+ Bar in 2023 and does not provide viewpoint protections for its employees. Nelson Mullins is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition. The firm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. Nelson Mullins is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight systemic racism. For these reasons, Nelson Mullins Riley & Scarborough receives a High 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**

Nelson Mullins received a score of 70 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits' employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2).

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

Nelson Mullins HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

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

Nelson Mullins HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). The firm does not provide viewpoint protections for

its employees (3). Nelson Mullins is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (4)(5).

Corporate Governance and Public Policy

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

Nelson Mullins HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

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

Nelson Mullins has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Nelson Mullins was a 2023 sponsor of the LGBTQ+ Bar (3). The firm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (4)(5).

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

Nelson Mullins HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. The firm has not used its PAC contributions for ideological purposes and does not report on its lobbying at this time (3)(45)(6).

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