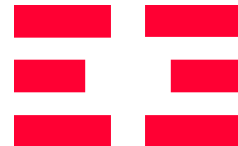




Troutman Pepper Hamilton Sanders LLP

Locations: Georgia (HQ)
Industries: Legal

RISK LEVEL:



High Risk

DESCRIPTION:

Troutman Pepper is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Troutman Pepper embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard 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. High Risk

Troutman Pepper was sued in January 2024 by an employee claiming she was discriminated against for racial reasons and subsequently fired for complaining about how she was being treated. Troutman Pepper claims that its associates did not discriminate against her and that her termination was “for legitimate, non-discriminatory reasons based solely on her performance” (1)(2)(3). Troutman Pepper’s HRC 2023 CEI rating indicates 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 (4)(5). However, Troutman Pepper has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs.

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

Troutman Pepper’s HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Troutman Pepper does not publish charitable giving guidelines.

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

Troutman Pepper’s HRC 2023-2024 CEI rating indicates the company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Troutman Pepper is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (3)(4). Troutman Pepper does not provide viewpoint protections for its employees (5).

Corporate Governance and Public Policy

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

Troutman Pepper's HRC 2023-2024 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. Troutman Pepper has multiple DEI initiatives and states that DEI is "among our firm's core values and [is] fundamental to the firm's culture" (3). Troutman Pepper sponsored a LGBTQ Pride Month Luncheon in 2019 focused on the ongoing efforts of the Human Rights Campaign (4).

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

Troutman Pepper provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3). Troutman Pepper's HRC 2023-2024 CEI rating indicates the company provides a benefits package for employees which covers transgender medical procedures for covered employees and dependents, including children. This includes paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (4)(5). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (6). Troutman Pepper is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (7)(8).

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

Troutman Pepper's HRC 2023-2024 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. Troutman Pepper has not used its PAC donations for ideological purposes and does not engage in lobbying at this time (3)(4)(5). The firm is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism" (6)(7).

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