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## DESCRIPTION:

Tucker Ellis LLP often 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. Tucker Ellis LLP occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. 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. Lower Risk**

*Tucker Ellis 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**

*Tucker Ellis does not appear to discriminate against charitable organizations based on views or beliefs. It is "engaged in ongoing efforts to support local, regional, and national organizations" (1).*

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

*Tucker Ellis is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (1)(2). Tucker Ellis is a member firm of Bloomberg Law's DEI Framework, indicating its support of DEI in its advocacy, recruitment, hiring, promotions, and leadership compensation (3)(4). The firm publishes resources to educate its employees on unconscious bias and anti-racism (5). Tucker Ellis does not provide viewpoint protections for its employees (6)(7).*

### Corporate Governance and Public Policy

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

*Two of Tucker Ellis' lawyers wrote an article promoting ESG integration into business practices, including investment analysis (1)(2). Tucker Ellis supports DEI within its business practices, hosting an Equity, Diversity, and Inclusion committee (3). In 2020, Tucker Ellis hosted an LGBTQ Pride cupcake competition (4).*

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

*Tucker Ellis regularly supports the Trevor Project and the YWCA (1). Otherwise, there are no publicly known cases of Tucker Ellis using corporate funds to advance ideological causes, organizations, or policies (2).*

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

*Tucker Ellis does not operate a PAC or engage in lobbying at this time (1)(2)(3).*

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