





#### **DESCRIPTION:**

MidFirst Bank does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. MidFirst Bank does not appear to discriminate against charitable organizations based on views or beliefs, and it has not used corporate reputation, funds, or lobbying to support ideological agendas or groups hostile to freedom of expression. For these reasons, MidFirst Bank receives a Lower Risk rating.

### **Corporate Weaponization**

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

MidFirst Bank has not publicly terminated business relationships due to views or beliefs.

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

MidFirst Bank engages in charitable giving through direct grants and volunteer work. The bank does not appear to discriminate against religious organizations in any of its charitable giving initiatives (<u>1</u>).

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

MidFirst Bank does not provide protections against viewpoint discrimination (1).

## **Corporate Governance and Public Policy**

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

MidFirst Bank has not supported ideological causes or policies (<u>1</u>).



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

MidFirst Bank has not corporately funded ideological organizations hostile to freedom of expression (1)(2)(3).

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

Lower Risk

MidFirst Bank does not operate a PAC at this time and has not lobbied for ideological purposes (1)(2)(3).

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