







DESCRIPTION:

First Page Sage (FPS), an SEO company, does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. It has not used its reputation or corporate funds for ideological purposes. For these reasons, First Page Sage 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.

First Page Sage has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

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

First Page Sage does not publish charitable giving guidelines (<u>1</u>).

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

"FPS will not tolerate any actions that intend or actually do offend others," effectively banning any and all viewpoints that might be taken as offensive. FPS does not provide viewpoint protections for its employees (1)(2)(3).

Corporate Governance and Public Policy

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

First Page Sage has not supported ideological causes or policies $(\underline{1})(\underline{2})$.



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

First Page Sage has not used corporate funds to advance ideological causes, organizations, or policies.

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

N/A

First Page Sage does not operate a PAC at this time.

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