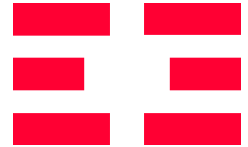


GANNETT

Gannett

Subsidiaries: USA Today, NewsQuest, numerous local news media outlets
Locations: New York (HQ)
Industries: Media and Entertainment

RISK LEVEL:

**High Risk**

DESCRIPTION:

Gannett 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. Gannett 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

In 2022, primary Gannett publication USA Today demoted its deputy editorial page editor for tweeting his position that men cannot get pregnant. Gannett's LGBTQ Employee Research Committee lobbied for the editor to be fired, although the publication appears to have compromised despite the growing progressivism within the publication's leadership (1)(2). The company received a score of 100 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (3)(4).

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

Gannett's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company does not discriminate against charitable organizations based on views or beliefs. However, Gannett will not match gifts too "initiatives where the primary purpose is the promotion of religious doctrine or tenets" (3).

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

Gannett's HRC 2025 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 gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). The company implemented unconscious bias training for its employees and requires it for all managers (3). The company protects its employees against viewpoint discrimination (4)(5).

Corporate Governance and Public Policy

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

Gannett's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). After the overturning of Roe v. Wade, Gannett sent a memo to its journalists urging them to remain neutral on their public social media platforms (3). Its CEO, Michael E. Reed, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (4)(5). The company scored a 100 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (6)(7). Gannett had a history of supporting DEI. However, in April 2025, the company pledged to stop publishing diversity data, and it removed references to diversity from its website (8).

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

Gannett's HRC 2025 CEI rating indicates the company covers transgender related costs for its employees and their children, including 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). The company has donated to numerous advocacy organizations, including BLM, the American Civil Liberties Union, Color of Change, Planned Parenthood, the Gay and Lesbian Alliance Against Defamation, and the Southern Poverty Law Center (3). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (4).

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

Gannett's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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