



LPL Financial

Locations: California (HQ)

Industries: Diversified Financials

RISK LEVEL:



High Risk

DESCRIPTION:

LPL Financial scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, LPL Financial increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. LPL Financial forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. LPL Financial does not provide its employees with protections against viewpoint discrimination. However, it has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. The company is a corporate partner of the National LGBT Chamber of Commerce. However, it has not used its PAC contributions or lobbying for ideological purposes. For these reasons, LPL Financial receives a High Risk rating.

Corporate Weaponization

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

LPL Financial received a score of 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. 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 (1)(2). However, LPL Financial 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 against charitable organizations based on views or religious beliefs. **High Risk**

LPL Financial's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). LPL Financial's donation program is specifically directed at nonprofits that focus on "increasing the pipeline of underserved career-ready talent for the financial services industry and building the financial capabilities of underserved small business owners" (3). LPL Financial has not published its employee matching policies regarding religious donations (4).

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

LPL Financial's HRC 2023 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). LPL Financial does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

LPL Financial's HRC 2023 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.

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

LPL Financial's HRC 2023 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 (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. (3)(4).

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

LPL Financial's HRC 2023 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. LPL Financial has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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