

**RISK LEVEL:****Medium Risk****DESCRIPTION:**

Allegis Group is Medium Risk. The company 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. The company 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

*Allegis Group 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

*Allegis Group does not appear to discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus areas are education and strengthening the workforce (1).*

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

*Allegis Group offers DEI training to its employees (1). The company appears to prioritize diversity over merit in its recruitment and hiring. From its Leveraging Our Differences page: "We are committed to attracting and retaining qualified talent from diverse backgrounds and creating a work environment that values every individual for their distinctive skills, experiences, and perspectives" (2). The company does not provide viewpoint protections for its employees (3).*

**Corporate Governance and Public Policy**

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

Allegis Global Solution's, a subsidiary of Allegis Group, former CEO, Chad Lane, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (1)(2). The company supports DEI within its business practices. From its Leveraging Our Differences page: "Because Allegis Group values differences and believes they make us a stronger organization, diversity and inclusion are embedded within every aspect of our culture and business strategy" (3). The company supports ESG within its business practices. From its Code of Conduct file: "it is our responsibility to strive for an environmentally sustainable workplace that will reduce our footprint through efforts such as: Our Company encourages participation in environmental programs that occur at both the corporate and local office levels. [Measuring] the environmental impact of our greenhouse gas (GHG) emissions in terms of metric tons of carbon dioxide equivalent (MT CO2e)" (4).

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

In 2020, the company donated \$100,000 to Equal Justice Initiative (2). In 2021, the company donated \$100,000 to Equal Justice Initiative (3). In 2021, the company donated \$25,000 to The Conscious Kid (4). In 2022, the company donated \$100,000 to Equal Justice Initiative (5). In 2022, the company donated \$55,000 to National Diversity Council (6). In 2022, the company donated \$100,000 to National Federation for Just Communities (7). In 2023, the company donated \$25,000 to Allied Media Projects (8). In 2023, the company donated \$100,000 to Equal Justice Initiative (9). In 2023, the company donated \$100,000 to National Federation for Just Communities (10). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (11).

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

Allegis Group does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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