

Orrstown Financial Services

Subsidiaries: Codorus Valley Bancorp, Inc.
Locations: Pennsylvania (HQ)
Industries: Banks

RISK LEVEL:



Lower Risk

DESCRIPTION:

Orrstown Financial Services is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, the company does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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

Orrstown Bank 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

Orrstown Bank does not appear to discriminate against charitable organizations based on views or beliefs (1).

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

Orrstown Bank appears to prioritize diversity over merit in its leadership composition. From its 2024 Proxy Statement: the company's "Nominating and Governance Committee is actively recruiting additional qualified candidates who identify either as female, a member of an ethnic or racial minority, or LGBTQ+" (1). The company is an affirmative action employer. "The Company files an annual Affirmative Action Plan with the Equal Employment Opportunity Commission" (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

Orrstown Bank's CEO Thomas Quinn, Jr. 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, hosting a DEI Council (3). Orrstown supports ESG within its business practices. From its 2025 Proxy Statement: "We understand the importance of corporate social responsibility and environmental, social and governance ("ESG") matters to our stakeholders and are working diligently to have a positive social impact and contribute to environmental sustainability inside and outside of our communities" (4).

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

Orrstown Bank has not used corporate funds to advance ideological causes, organizations, or policies (1).

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

Orrstown Bank does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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