



# Park National Corporation

Locations: Ohio (HQ)

Industries: Banks

RISK LEVEL:



Lower Risk

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## DESCRIPTION:

Park National 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**

*Park National 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. N/A**

*Park National does not publish charitable giving guidelines (1).*

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

*Park National offers DEI training to its employees (1). The company appears to prioritize diversity over merit in its leadership composition. From its Nominating and Corporate Governance Committee Charter: "Be committed to diversity with respect to identification of potential candidates for Board membership, in terms of gender, race, ethnicity, age, background, and other attributes" (2). The company has a history of divisive corporate policies and practices. However, in 2024, the company removed DEI training policies from its 2024 Annual Report. To date, the company has not publicly addressed this change, leaving shareholders without clarity regarding the company's reasoning or future direction (3). Park National does not provide viewpoint protections for its employees (4).*

## Corporate Governance and Public Policy

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

*Park National supports DEI within its business practices. From its 2023 Annual Report: "Park's commitment to fostering a sense of belonging among its associates is integral to cultivating a workplace environment that promotes diversity, equity and inclusion" (1). The company has a history of using its reputation to support divisive practices. However, in 2024, the company removed DEI language from its 2024 Annual report and removed ESG language from its Sustainability Overview page. To date, the company has not publicly addressed these changes, leaving shareholders without clarity regarding the company's reasoning or future direction (2)(3).*

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

*Park National 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**

*Park National does not operate a PAC or engage in lobbying at this time (1)(2)(3).*

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