



## CKE Restaurants

Subsidiaries: Hardee's, Carl's Jr.

Locations: Tennessee (HQ)

Industries: Food Beverage and Tobacco

### RISK LEVEL:



Lower Risk

### DESCRIPTION:

Hardee's, located on the East Coast, and Carl's Jr., located on the West Coast, are fast food restaurants owned by CKE Restaurants. Hardee's and Carl's Jr. do not provide its employees with protections against viewpoint discrimination but have not publicly terminated business relationships based on views or beliefs. The company covers transgender-related medical costs for its employees and their children. Hardee's and Carl's Jr. have not used its corporate funds or reputation to advance ideological causes hostile to freedom of expression. The fast-food chain has not discriminated against religious organizations but instead supported them. For these reasons, Hardee's/Carl's Jr. receives a "Lower 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.** **Lower Risk**

*CKE Restaurants Holdings 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.** **Lower Risk**

*Hardee's/Carl's Jr. parent company CKE Restaurants has the Shining Star Foundation which donates to any CKE employee who is facing a hardship. This includes: "Natural disasters such as flood, fire, tornado, earthquake, hurricane, etc. that creates a need for assistance beyond employee's capabilities. Damage to home or living environment, fires, or other unusual unforeseen expenses not covered by insurance. Serious illnesses or injuries to the employee, loss of an immediate family member, or other emergency situations beyond the capabilities of the employee to handle alone" (1)(2). Due to the foundation's mission, religious organizations are not discriminated against. Additionally, Carl's Jr. has used its corporate funds to donate to many religious organizations which has been attributed in part to its Catholic founder, Carl Karcher (3).*

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

*CKE Restaurants Inc. does not provide viewpoint protections for its employees (1).*

### Corporate Governance and Public Policy

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

*CKE Restaurants Inc. has not supported ideological causes or policies.*

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

*CKE Restaurants Inc.'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 (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.*

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

**N/A**

*CKE Restaurant Holdings does not operate a PAC at this time (1)*

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