



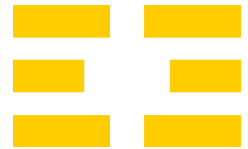
First Citizens Bank

Subsidiaries: CIT Bank, CIT Group

Locations: North Carolina (HQ)

Industries: Banks

RISK LEVEL:



Medium Risk

DESCRIPTION:

First Citizens Bank, headquartered in Raleigh, NC, does not provide its employees with protections against viewpoint discrimination, but has not publicly terminated business relationships based on views or beliefs. However, CIT Group, who merged with First Citizens in 2022, had a score of 100 on the Corporate Equality Index which entails commitments to vet vendors for LGBTQ policies and covers the cost of "medically necessary transition-related care" for its employees and their children. It is unclear if CIT or First Citizens Bank maintain this commitment. However, it has not used its corporate dollars for ideological purposes. For these reasons, First Citizens Bank receives a Medium 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

First Citizens Bank has not publicly terminated business relationships due to political or religious differences. First Citizens Bank advocates for many gender-inclusive policies, however, the bank's supplier diversity policy does not have LGBTQ requirements (1)(2). First Citizens Bank merged with CIT Group in January 2022 (3). In 2021, CIT Group had a score of 100 on the Corporate Equality Index from the Human Rights Campaign (4)(5)

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. N/A

First Citizens Bank has not published its charitable giving policy (1). However, First Citizens Bank Community Benefits Plan made a \$16 billion investment over 5 years to invest in affordable housing opportunities, small business loans, lending, and mortgage loans in low-income communities (2). First Citizens does not appear to discriminate against charitable organizations based on views or beliefs.

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

First Citizens Bank 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

First Citizens Bank advocates for LGBTQ causes through its celebration of Pride month, corporate blogs supporting a gender-inclusive workplace, and its support of the Human Rights Campaign Foundation (1)(2)(3). CIT Group had a perfect score on the HRC's 2021 Corporate Equality Index. This score indicates First Citizens Bank might cover the cost of "medically necessary transition-related care" for its employees and their children (4)(5).

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

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

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

N/A

First Citizens Bank does not operate a PAC at this time (1).

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