



Clifton Larson Allen (CLA LLP)

Locations: Minnesota (HQ)

Industries: Accounting Payroll & HR Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

CliftonLarsonAllen (CLA), an accounting firm, does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. CLA is a large supporter of ESG and published a Transparency Report to advance ESG and DEI principles. The company was hired to investigate the Portland Police Department's handling of a Black Lives Matter protest. CLA has not used corporate funds to advance ideological purposes and does not appear to discriminate against religious organizations in its charitable giving. For these reasons, CliftonLarsonAllen 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. Lower Risk

CLA 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

CLA does not appear to discriminate against religious organizations in its charitable giving. In 2022, CLA donated \$8 million to organizations that promote education, employment, or entrepreneurship [\(1\)](#)[\(2\)](#)[\(3\)](#)[\(4\)](#).

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

CLA 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. High Risk

CLA supports ESG principles as published in its DEI Transparency Report [\(1\)](#). The company offers unconscious bias training and has DEI ambassadors in addition to its DEI Council [\(2\)](#) CLA's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes

a commitment to promote DEI through bias education training in the workplace [\(3\)](#). In 2021, CLA was hired to investigate the Portland Police Department's handling of a Black Lives Matter protest [\(4\)](#).

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

CLA has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

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

N/A

CLA does not operate a PAC or engage in lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).

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