



Clifton Larson Allen (CLA LLP)

Locations: Minnesota (HQ)

Industries: Accounting Payroll & HR Services

RISK LEVEL:



Lower Risk

DESCRIPTION:

CliftonLarsonAllen (CLA) 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

CLA 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

CLA does not appear to discriminate against charitable organizations based on views or beliefs. In 2022, CLA donated \$8 million to organizations that promote education, employment, or entrepreneurship (1)(2).

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

CLA offers inequity, unconscious bias, and DEI training to its employees (1). The company appears to prioritize diversity over merit in its recruiting, leadership composition, promotion, and mentoring program. From its 2021 Transparency Report: "While women make up 50% of our senior leaders, we recognize that we fall short of representation from people of color at this level. We must address this gap, and plan on doing so through intentional succession planning, career coaching and development, and recruiting diverse talent." The company appears to prioritize diversity over merit in its supply chain: "We are committed to doing business with a diverse base of suppliers by continually striving to increase the number of products purchased and services contracted from these diverse suppliers" (2). CLA 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

CLA's CEO, Jen Leary 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 has DEI ambassadors in addition to its DEI Council (3). The company supports DEI within its business practices. From its 2021 Transparency Report: "We've supported DEI efforts for many years. In 2021, we advanced our commitment with very clear goals and a plan for the actions we will continue to take" (4). The company supports ESG within its business practices. From its Sustainability and ESG page: "CLA's succession strategy aims to identify, develop, and retain future leaders to uphold the firm's core values and governing principles. These values and principles reflect our commitment to environmental, social, and governance (ESG) goals" (5). In 2021, CLA was hired to investigate the Portland Police Department's handling of a Black Lives Matter protest (6).

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 actions and/or financial contributions for ideological, non-business purposes.

N/A

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

The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.

USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.

© 1792 Exchange 2023