



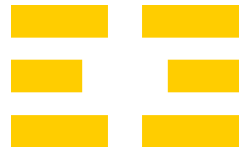
Moss Adams

Subsidiaries: Hein & Associates LLP, Moss Adams Wealth Advisors LLC, Hexagon Capital Alliance LLC, Rona Consulting Group LLC, Kurtz & Company, P.C., Southwest Consulting Associates, L.P. The Cadence Group

Locations: Washington (HQ)

Industries: Accounting Payroll & HR Services

RISK LEVEL:



Medium Risk

DESCRIPTION:

Moss Adams, an accounting firm, does not provide viewpoint protections for its employees. However, it has not publicly terminated business relationships based on views or beliefs. Moss Adams implements and advocates for ESG audits. The company opposed various state and local legislation intended to protect parental rights, girls'™ sports, bathroom facilities, and gendered spaces. Moss Adams donated \$100,000 to ideologically driven racial groups and is a brass sponsor of Out & Equal. Moss Adams does not discriminate against charitable organizations based on views or beliefs. For these reasons, Moss Adams 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**

Moss Adams has not publicly fired customers, suppliers, or vendors based on views or beliefs. Moss Adams integrates ESG criteria into its diversity goals and business operations (1).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **Lower Risk**

[1](#)

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

Moss Adams 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**

1). The company conducts ESG audits and supports ESG investments (2)(3). By 2025, Moss Adams has a goal of becoming an "anti-racist" firm through its Inclusion Series which implements unconscious bias training (4)(5).

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

Moss Adams donated over \$100,000 to Race Forward, National Urban League, and Equal Justice Initiative in support of Black Lives Matter (1). The company is a brass sponsor of Out & Equal (2).

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

N/A

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

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