



## Plante Moran

Subsidiaries: Plante Moran Financial Advisors, LLC  
 Locations: Michigan (HQ)  
 Industries: Commercial and Professional Services

RISK LEVEL:



Lower Risk

### DESCRIPTION:

Plante Moran 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

*Plante Moran has not publicly canceled customers, suppliers, or vendors based on views or beliefs (1).*

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

*Plante Moran does not appear to discriminate against charitable organizations based on views or beliefs. Plante Moran Cares' charitable giving focus areas are "supporting our troops, feeding the hungry, ending domestic violence, promoting literacy, building life skills, childhood enrichment, and helping the less fortunate" (1).*

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

*Plante Moran offers DEI training to its employees (1). The company appears to prioritize diversity over merit in its recruitment. From its 2025 DEI Report: "I manage our DEI-related recruiting efforts, including overseeing the Track Leadership and Track Internship programs" (2). The company appears to prioritize diversity over merit in its leadership composition and mentorship program. From its 2025 DEI Report: "Plante Moran's Track program is a multiyear leadership and internship program designed for racially diverse freshman and sophomores" (3). The company appears to prioritize diversity over merit in its business structure through the establishment of racial targets for its recruitment and mentorship program. The company is seeking "racially diverse students interested in future opportunities in audit, tax, financial advising, IT consulting, or cybersecurity" (4). The company does not provide viewpoint protections for employees (5).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk**

Plante Moran's former CEO, James Proppe, 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 supports DEI within its business practices, hosting DEI Steering Committee, DEI Core Team, Internal DEI Committees, and a DEI Council (3). The company supports DEI within its business practices. From its *The power of diversity, equity, and inclusion* page: "We're proud to showcase Plante Moran's commitment to DEI and highlight the positive impact of its initiatives on staff and the broader community" (4). The company supports DEI initiatives and hosts DEI fireside chats (5)(6). The company highlighted its PM Pride SRG Trans Experience Panel and hosted an event on leadership styles and unconscious bias in 2022 (7)(8).

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

Plante Moran 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**

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

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