

## RISK LEVEL:



Lower Risk

### DESCRIPTION:

CareerBuilder conducts unconscious bias training for its employees and publicly promotes DEI initiatives. The company does not provide its employees with protection against viewpoint discrimination. However, it has not used its corporate funds to support ideological groups or agendas hostile to freedom of expression. For these reasons, CareerBuilder receives a Lower 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

*CareerBuilder 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.** N/A

*CareerBuilder does not publish charitable giving guidelines.*

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

*CareerBuilder 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

*CareerBuilder conducts unconscious bias and allyship training for its employees [\(1\)](#). The company has a partnership with the NBA to promote DEI in recruiting and career development [\(2\)](#). CareerBuilder added Juneteenth as a recognized company holiday in response to George Floyd's death, before the day was federally recognized as a national holiday [\(3\)](#).*

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

CareerBuilder has not used corporate funds to advance ideological causes, organizations, or policies (1).

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**Uses corporate political contributions for ideological, non-business purposes.** N/A

CareerBuilder does not operate a PAC at this time (1).

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