



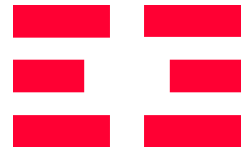
Comcast

Subsidiaries: NBCUniversal, Bravo, E!, Telemundo

Locations: Pennsylvania (HQ)

Industries: Media and Entertainment, Telecommunication Services

RISK LEVEL:



High Risk

DESCRIPTION:

Comcast has severed ties with employees and business partners based on their political views once activists applied pressure and has no policies in place to protect against this political discrimination. Comcast scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Comcast increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Comcast forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Comcast provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. The company pledged \$100 million to BLM and related causes. The company is a corporate partner of the Human Rights Campaign (HRC) and may have funded Planned Parenthood. Comcast's CEO is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional shareholder obligations. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Comcast is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. The company donated to the Equality PAC. For these reasons, Comcast receives a High 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. **High Risk**

In 2018, Comcast fired a long-term employee over alleged ties to the Proud Boys group after public pressure from activists. It does not seem that the employee engaged in any illegal behavior (1)(2). In 2020, Comcast cut ties with a lobbyist who issued criticisms of Black Lives Matter (3). Comcast received a score of 100/2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (4)(5).

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

ComcastRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual

identity policies (1)(2).

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

High Risk

Comcast indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Comcast does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression.

High Risk

Comcast indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. The company signed an open letter in support of the Equality Act and has issued statements opposing the Georgia election security bill (3)(4)(5). CEO Brian Roberts is a member of the Business Roundtable and signed its 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders and customers (6)(78).

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

High Risk

Comcast provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3)(4). Comcast indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The company donated \$100 million dollars to the Black Lives Matter movement and related causes (7)(8)(9). Comcast has also donated to multiple United Way chapters, some of which may have donated to Planned Parenthood (10). The company is a bronze partner, a silver sponsor of Out and Equal, and a corporate partner of the National LGBT Chamber of Commerce (11)(12)(13).14(15).

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

High Risk

Comcast indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Comcast donated to the Equality PAC but has not lobbied for ideological purposes (3)(4)(5).

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