



# TrueBlue

Locations: Washington (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



Lower Risk

## DESCRIPTION:

TrueBlue 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, TrueBlue 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

*TrueBlue 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

*TrueBlue does not appear to discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus areas are "education, skills training, and other workforce-related initiatives" (1).*

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

*TrueBlue does not provide viewpoint protections for its employees (1). In 2022 300+ Director and above leaders completed unconscious bias training (2).*

### Corporate Governance and Public Policy

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

*TrueBlue's former CEO, Patrick Beharelle, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to*

promote DEI through bias education training in the workplace (1)(2).

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

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

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk**

TrueBlue has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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