

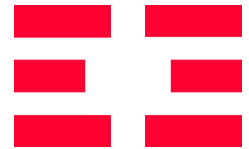
Sheppard Mullin

Subsidiaries: Sheppard, Mullin, Richter & Hampton

Locations: California (HQ)

Industries: Legal

RISK LEVEL:



High Risk

DESCRIPTION:

Sheppard Mullin received a score of 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with HRC's controversial demands, Sheppard Mullin 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. Sheppard Mullin 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. The company 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. Sheppard Mullin does not provide viewpoint protections for its employees. Sheppard Mullin signed an open letter in support of the Equality Act and has used its funds to support LGBT organizations. The company is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition. Sheppard Mullin is a member of The Diversity and Flexibility Alliance, indicating its support of DEI in its recruitment, retention, promotions, and leadership composition. The firm is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. Sheppard Mullin is a part of the Law Firm Antiracism Alliance, committed to work on initiatives that fight "systemic racism". Sheard Mullin For these reasons, Sheppard Mullin 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. Medium Risk

Sheppard Mullin has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs. The company received a score of 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruit's 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 (1)(2).

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

Sheppard Mullin's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Sheppard Mullin does not publish charitable giving guidelines.

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

Sheppard Mullin's HRC 2023 CEI rating 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). Sheppard Mullin is Mansfield Certified, indicating its support of DEI in its recruitment, hiring, promotions, and leadership composition (3)(4). Sheppard Mullin is a member of The Diversity and Flexibility Alliance, indicating its support of DEI in its recruitment, retention, promotions, and leadership composition (5)(6)(7)(8). The company does not provide viewpoint protections for its employees (9).

Corporate Governance and Public Policy

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

Sheppard Mullin's HRC 2023 CEI rating 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. Sheppard Mullin signed an open letter in support of the Equality Act (3). The company has publicized its participation in the San Francisco Pride Parade, and hosts events in support of LGBT causes (4)(5).

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

(1)(2)(3). Sheppard Mullin's HRC 2023 CEI rating 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 (4)(5)(6). Sheppard Mullin is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (7)(8).

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

Sheppard Mullin's HRC 2023 CEI rating 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. Sheppard Mullin does not operate a PAC or engage in lobbying at this time (3)(4)(5)(6).

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