



2025 Administration Change

Trump Executive Orders and Impacts to Business



Top Overall Voter Issues 2024



Inflation / Prices

24%

Immigration

13%

Jobs & Economy

11%

Abortion

9%

Healthcare

8%

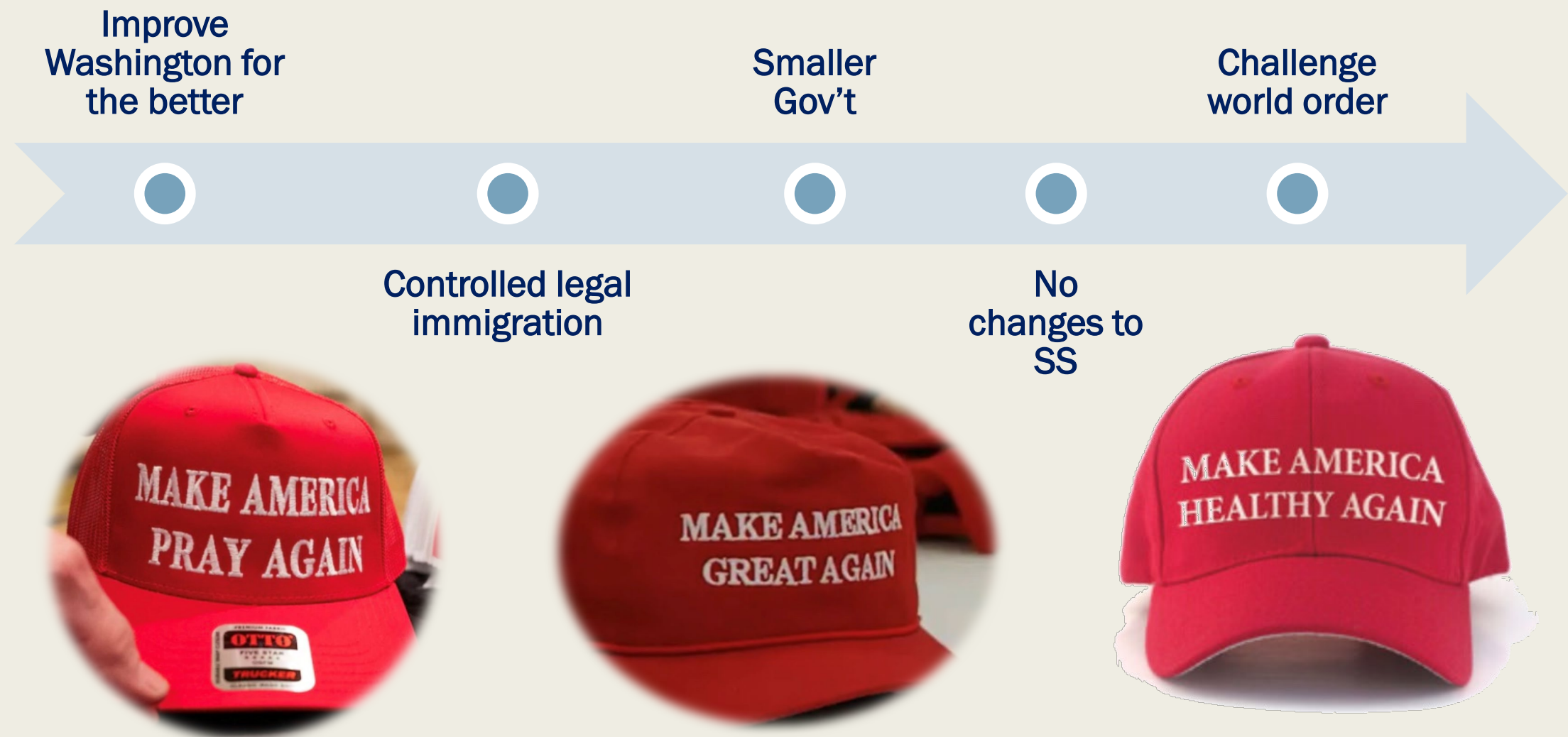
Climate / Environment

8%





Trump –Top Voter Expectations





Executive Order



Is a presidential action that directs federal agencies on how to operate.



It carries the effect of law provided it aligns with constitutional powers.



Executive orders can amend or revoke prior orders



Executive Orders



Cartels and other organizations designated as Global Terrorist

Declare National Energy Emergency

Protect Public Safety and Restore Death Penalty

Reform Fed Hiring Process Restore Merit to Gov't Service

Reevaluate and Realign US Foreign Aid

Secure US Borders

End Wasteful Gov't DEI Programs / Preferences

Protect American People against Invasion

Implement Dept. Of Gov't Efficiency DOGE

Unleash Alaska's Resource Potential

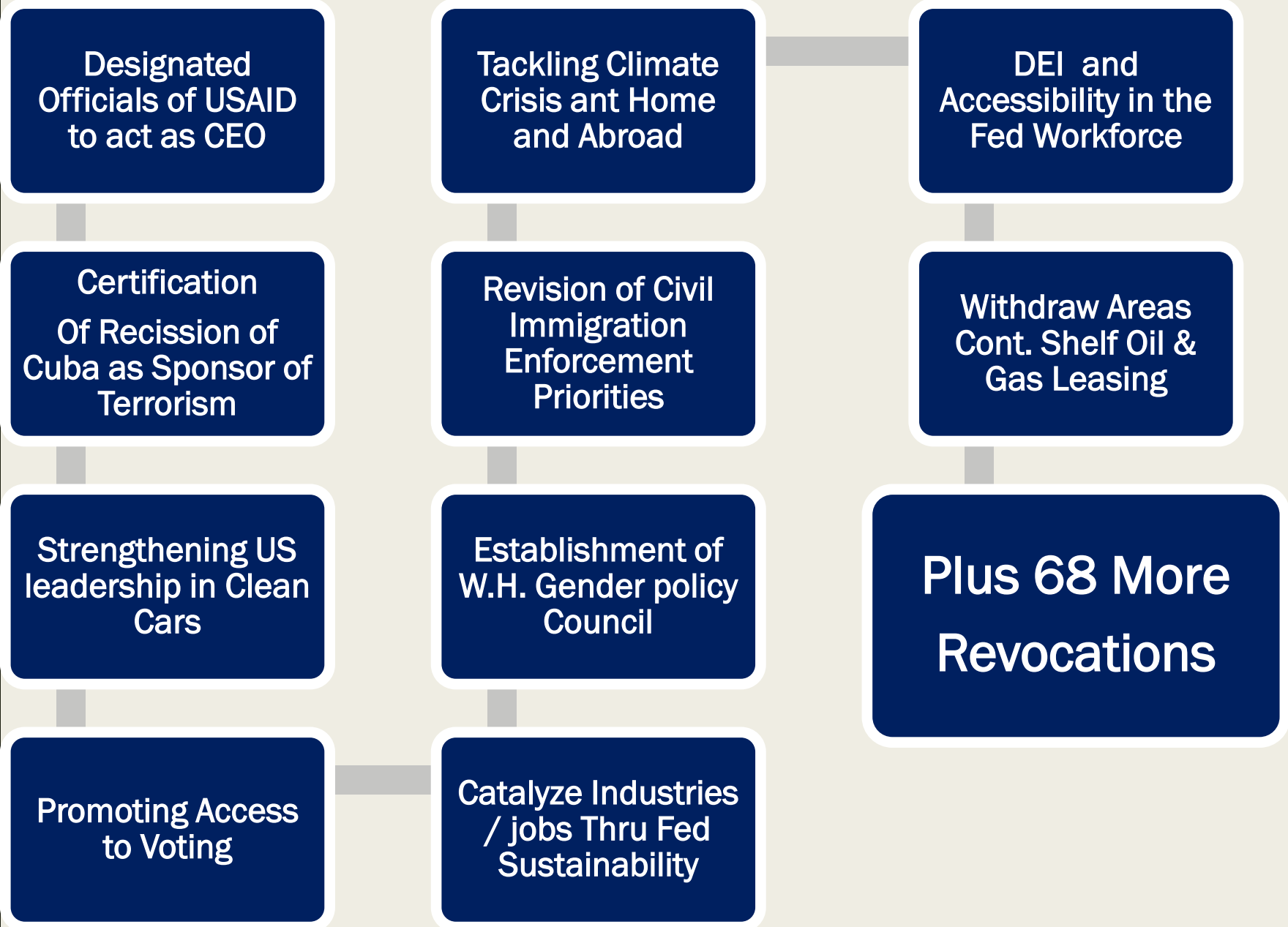






Source: The EPOCH Times, Jan 22, 2025

Executive Order Revocations





History Executive Orders



Joseph R. Biden, Jr
Donald J. Trump
Barack Obama
George W. Bush
William J. Clinton
George H.W. Bush
Ronald Reagan
Jimmy Carter
Gerald R. Ford
Richard Nixon

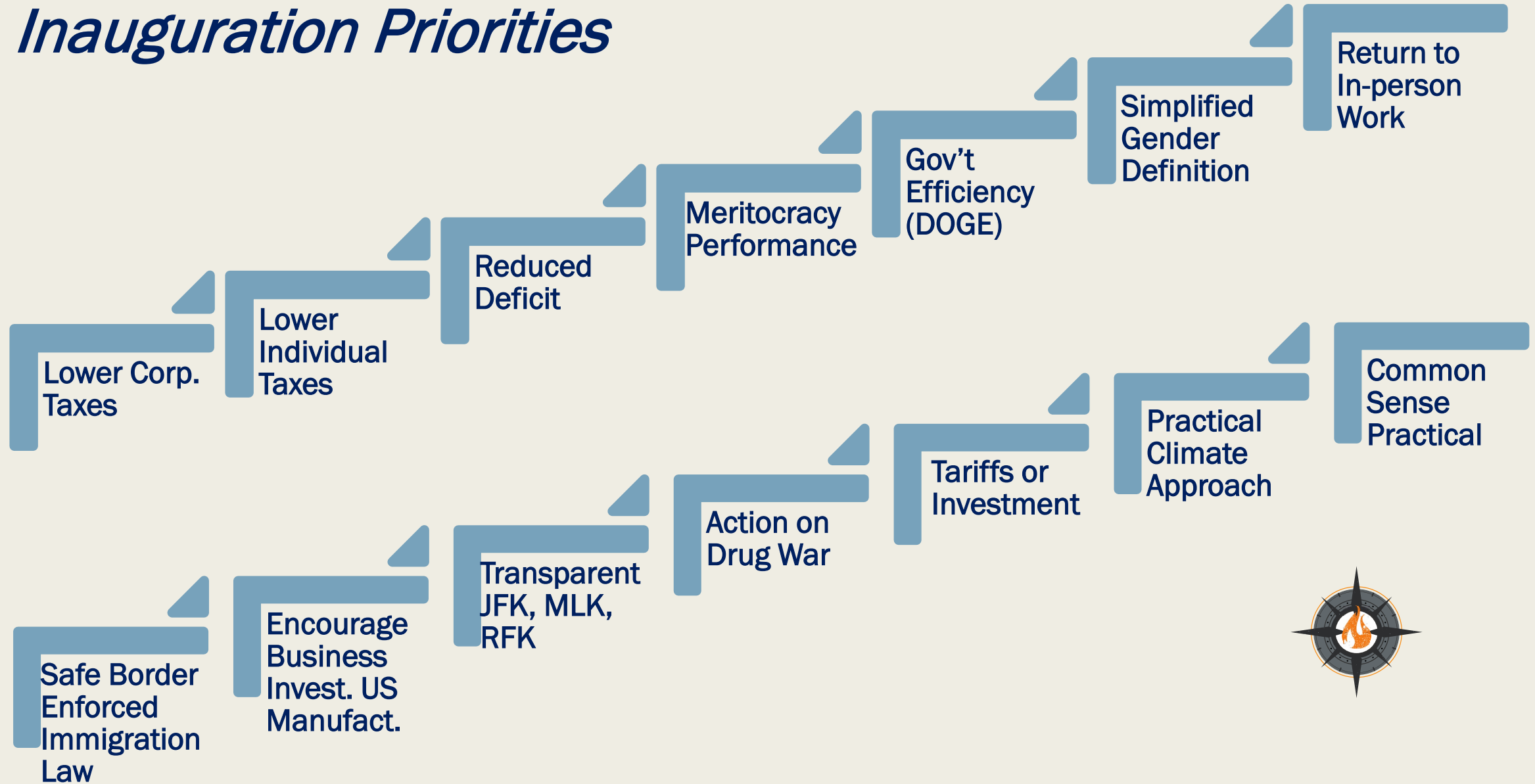
Total	Avg. / Year
160	40
220	55
277	35
291	36
364	46
166	42
381	48
320	80
169	48
346	63

First Week
Donald Trump
36 Executive orders





New Administration *Inauguration Priorities*





Impacting Business



Climate
Change New
Green Deal

DEI
Targeted

2 Sex Policy

EV Auto
Zero Emission

Big
Government
Bureaucracy

WHO
Withdrawal

Inflation
Reduction

America First

Trade Tariffs

Challenges to constitutionality of EO's



Climate Change New Green Deal



PRO

Exited Paris Agreement

1 Year to fully exit

No Global Emission goals

Not sabotage US industries

China competitive advantage

Save Taxpayers \$1 Trillion

CON

Loss Sell of Carbon Credits

Health and Safety Risk

Hold Global Temp -2 PIL

Loss US Green Leadership

Technology loss

Creditability loss In world

Business Impact

US Energy Cost leadership

50% of Mfg. Cost

Compete Globally

Energy Independence

Voluntary *Green* pursuits

US Business self-reporting

DEI Targeted



State and federal antidiscrimination laws, remain in effect regardless of Exec. Order

The Executive Order directs federal agencies to include a provision in every contract requiring the contracting parties to certify that they do not operate any programs promoting DEI that violate any applicable federal antidiscrimination laws. Further, the Executive Order states that within 120 days of the order, the Administration should identify, for potential civil compliance investigations, “the most egregious and discriminatory DEI practitioners in each sector of concern,” which will include publicly traded corporations, large nonprofits, foundations with more than \$500 million in assets, state and local bar and medical associations, and higher-education institutions with an endowment of more than \$1 billion.

Employers should review antidiscrimination policies and practices, or initiatives that could be labeled as DEI and come under scrutiny.

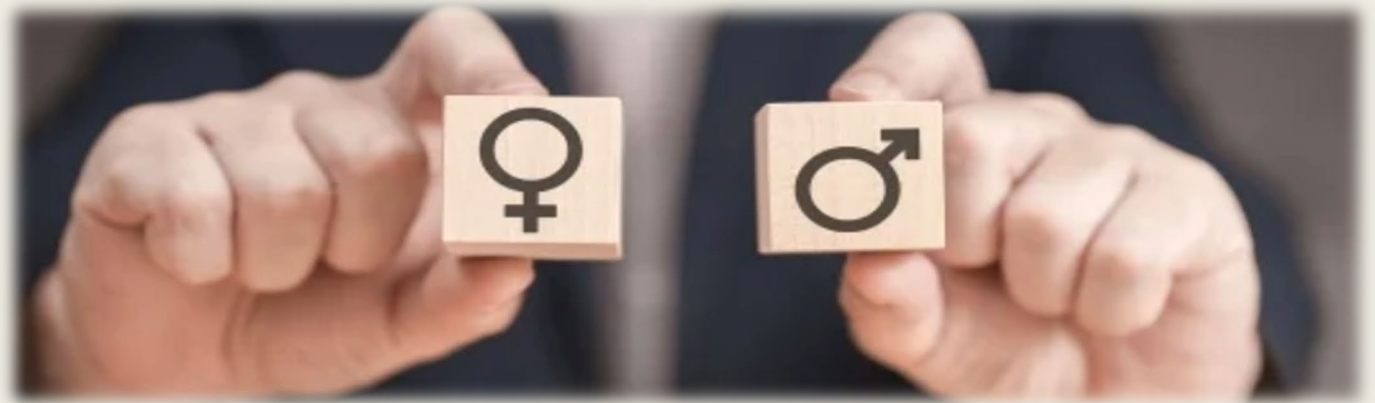
Employers should assess the risks and benefits of policies and initiatives to determine:

- which should remain in place
- which may need to be adjusted, reconfigured, or renamed
- and which should be jettisoned

2 Sex Policy

Executive Order

Directs federal agencies to “remove all statements, policies, regulations, forms, or other internal and external messages that promote or otherwise inculcate gender ideology” and to “cease issuing such statements, policies, regulations, forms, communications, or other messages.”



Of concern to private employers with government contracts, the order prohibits the use of federal funds to promote gender ideology and directs agencies to ensure that grant funds are not used to advance this ideology. The order requires the director of the Office of Management and Budget to implement “agency-imposed requirements on federally funded entities, including contractors, to achieve the policy of this order.”



2 Sex Policy

Discrimination against transgender and non-binary/gender non-conforming individuals remains illegal under federal law, as well as under many state and local laws.

Federal Agency employees directed to remove pronouns from email signatures by Jan. 31, 2025



Employers should anticipate there will be changes to the filing instructions associated with the EEO-1 form. While the form previously included only binary options for employers to report the sex of their employees, employers that chose to do so could include non-binary employees by using the comment section of the form. Moving forward, that option will likely be eliminated.

EEOC indicated that the acting chair intends to propose rescission or revision of anti-harassment and other guidance relating to gender identity and sexual orientation that is in conflict with these orders.



Big Government Bureaucracy

Target:

*Eliminate waste, cost, inefficient Fed agencies. Lower Gov't cost.
Business Outcome – Lower taxes*



"Implement the President's DOGE Agenda, by modernizing Federal technology and software to maximize governmental efficiency and productivity,"

Aimed to cut \$500 billion in annual federal costs by targeting "expenditures that are unauthorized by Congress or being used in ways that Congress never intended."

- Buyout order Fed employees -80K
- Freeze loans and grants

E.O. - No mention of:

Slashing gov't cost

Restructuring gov't agencies



Department of Government Efficiency

First Target: USAID

- Spend \$40 Billion Annual
- Reported Efficiency : 10% delivered in Food Relief
- Moving USAID efforts to US State Department*
- POLITICO , \$8.2 million funding, attacks on MAGA



Trade Tariffs



Initial Targets:

China	10%
Mexico	25%
Canada	25%

- Tariffs paid by importing business
- Usually passed-thru to consumer
- Generally raise consumer prices
- May discourage import consumption
- A tax paid to importing Gov't

Declared Purpose: *Protect US citizens from flow of fentanyl across borders*



Fentanyl
leading
cause of
US death
18-45 Yr.
old's

Tariff a
tool to
stem flow
and
promote
action

Retaliatory
tariffs may
result,
causing
inflation

Tariffs
often
described
as Trade
War

Trade Tariffs



Initial Targets:

China	10%
Mexico	25%
Canada	25%

*CN and MX
Postponed*

MX – 10K troops to border
CN – 10K border workers
CHINA – 15% counter tariffs

Business / Economic Impact:

- Tariffs slows growth / devalues stock prices
- Postponements now easing market reaction
- Market already built-in some expectations
- May stall Fed lending rate cuts*
- Tough to measure in jobs, deficits, spending



Trade Tariffs

Additional Tariffs:

Aluminum
Steel

All Imports 25%

Business / Economic Impact:

- US Steel, Nucor, Century Aluminum surge
- Divert product to Asia / Euro markets
- Raise price on US goods – Hyundai
- Could drive new investments in US plants





More Business Influencers

Regulatory Freeze Pending Review

- Unknown in terms of recension of any business regulations
- Signals limiting federal regulation, lower compliance costs
- Free US Mfg. to compete globally

Return to In- Person Work

- May influence private sector movement
- Define Fed facility need, eliminate unneeded facilities /cost
- Promote healthier work environment / community

Reform Fed Hiring Process Restore Merit to Gov't Service

- Talent based hires & performance promotion
- Strengthen productivity & results driven work
- Common sense performance evaluations





Potential growth industries



Energy & Coal

Reduced Green Energy Focus



Defense & Aerospace

Stronger Military Buildup



Financial Institutions

Deregulation



Construction

Infrastructure, Roads, Bridges



Cybersecurity

National Security



Heavy & Industrial Equipment

Infrastructure, Roads, Bridges



Common-sense Approaches?

WHO Withdrawal

- US largest funder - calling for reforms
- The most chaotic, least effective UN agency.”
- Failed to enact reforms proposed over 2 decades, lead to deterioration in management & scientific expertise.

EV Auto Zero Emission

- Attacks 50% EV vehicle mandate by 2030
- Reform likely, address charging stations, reasonable EV goals
- Address energy structure to support EV's
- Natural momentum and states laws will still ensure EV activity

Inflation Reduction

- Economy & Inflation ranked #1 election issue
- Requires "all executive departments & agencies to deliver emergency price relief" to Americans
- Focus, energy, housing, deregulation, groceries

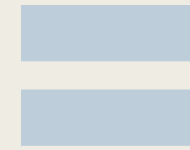
Trump Proposed Business Actions



Lower
Corp Tax
Rate 21 %
> 15%



Lower
Business
Regulation



Economy
+ Job
Growth



Leadership Lessons



What does this teach about leadership?



- Change requires bold leadership
- Enduring challenges, need OTB solutions
- Daring action and execution is required
- Even big challenges can be overcome
- Common sense should prevail
- Never, ever give up on your core values



White House Faith Office

It is the policy of the United States, and the purpose of this order, to protect the religious freedoms of Americans and end the anti-Christian weaponization of government. The Founders established a Nation in which people were free to practice their faith without fear of discrimination or retaliation by their government.



Trump said he believes people *“can’t be happy without religion, without that belief. Let’s bring religion back. Let’s bring God back into our lives.”*



Comments from Father Nathan

and

Open microphones for discussion,
comments, & suggestions



SAINT JOHN
INSTITUTE

4775 S. Pearl Street, Englewood, CO 80113