

“ Diversity in Action ”



THE SUCCESS OF OUR VISION

 Frost
Brown Todd ^{LLC}
ATTORNEYS



"Diversity and inclusion simply help us to serve our clients better. That is why our diversity efforts are an important part of strategic planning for the firm."

– JOHN CROCKETT, Chairman of Frost Brown Todd

IT'S UNDERSTANDING YOU CAN'T MAKE PROGRESS STANDING STILL.

It's not a program. It's a process. It's not about numbers. It's about people. It's not about celebrating differences. It's about understanding what we have in common.



These are the principles that have led Frost Brown Todd's approach to diversity to be recognized as one of the most progressive in the legal industry. But at its core, there is something much more fundamental driving the firm's growth and leadership in this area.

We have turned our principles into actions.

Today, an ever-growing mentoring program, a commitment to work/life balance, a corporate culture of acceptance, and an energized women's initiative continue that momentum.

Perhaps the strongest statement we've made about our commitment to diversity has been in creating a Director of Diversity position at the firm — making a single person responsible for driving our diversity and inclusion efforts and to ensure those efforts are given full attention and needed resources.

We are proud of the important steps we have taken. However, we're most proud of the difference those steps are beginning to make for our firm; how the importance of the initiative has grown from our Diversity Committee and the Director of Diversity; and how Frost Brown Todd associates, senior associates, partners, counsel and staff alike have proactively played an increasing role.

On the following pages, you will find some of the stories that have resulted from these efforts, and the progress we are making toward our ultimate goal...

Creating an inclusive environment that is welcoming to all.

Frost Brown Todd views a diverse organization as essential to fulfilling its own business objectives — and critical to providing top-shelf service for clients who demand legal services from the broadest perspectives.

The firm has made a long-term commitment to the hiring and advancement of women and minority attorneys and seeks to hire and retain the best lawyers from all groups represented in society.

Appearing on the cover: Bernie McKay, Partner, Cincinnati (left); Jason Williams, Senior Associate, Louisville (center); and Bonnie Wolf, Associate, Columbus (right).

■ ■ I feel I have an advocate here to pull me up through the firm. ■ ■



"Financial and time investment is the true test of any firm's retention program. You can recruit scores of diverse attorneys with none of them being the right match for the culture or client base. Our firm has top-down buy-in. That means we are willing to invest in attorneys and find the best fit for them and for our clients."

— JOHN CHAVIS, Partner
Indianapolis Office

IT'S ABOUT ATTRACTING AND KEEPING THE BEST ATTORNEYS.

Mentoring is key to accomplishing those goals. And Bonita Black feels it's one of the biggest strengths of Frost Brown Todd's diversity initiative.



Recruitment and retention of the sharpest attorneys is an industry challenge. Frost Brown Todd's response to that challenge was, and continues to be, formally structured mentoring programs that provide associate attorneys support and counsel for years to come.

"We are committing substantial financial and human resources to our mentoring, training and development programs," stated Bonita Black, former Diversity Committee Co-Chair and Training & Development Committee Chair. "Our leadership understands the importance of developing our attorneys and growing the firm. They have demonstrated this by supplying the resources needed to assure our attorneys succeed."

The resulting growth in the mentoring program can be seen through the eyes of the attorneys it has helped.

"The mentoring aspect is probably what I've benefitted from most," said Jason Williams, a senior associate at the firm. "It's given me a chance to develop relationships and openly discuss the issues involved with being a minority attorney. It's a very progressive posture for firms in this area."

But all of these efforts and programs would be hollow if we did not have our priorities right. First and foremost, we want to hire the industry's best and brightest.

"I was hired because of my qualifications, not my race," said Eliot Bastian, a former medical analyst and case manager for a prominent national insurance firm before changing to a legal career. "But once I got here, the Diversity Program has been a tremendous help to my career. I feel I have an advocate here to pull me up through the firm. Not a week goes by that Kim Amrine, the firm's Director of Diversity, doesn't stop by and check on me."

The firm has also connected Eliot with an internal career coach who is helping him to expand his business plan in a way that builds on his assets and helps him progress toward partnership.

"This might be two or three years away," Eliot related. "But it's setting a vision for my career so I can grow business for the firm — and for myself."

Mentoring programs. Career counseling. Growing practice areas.

Diversity. In action.

Bonita Black (left) is a partner at Frost Brown Todd and has been practicing law since 1984. Her practice areas include transactional law, telecommunications regulations, and corporate and municipal finance law.

Eliot Bastian (center) joined Frost Brown Todd in 2003 as a lateral associate from another local firm. He is in the litigation department and focuses on bankruptcy, health care, and insurance.

Jason Williams is a senior associate, and is involved in mergers and acquisitions. Jason was a summer associate with the firm in 2002 and returned as a new associate in 2003.

■ ■ Today I work under a reduced billable hour schedule, putting me under less ■ ■ pressure and — in my opinion — helping me perform better for clients.



“When I was really busy, working on an intense project with three children at home, two of my colleagues who work with similar clients called me out of the blue and offered whatever help I needed. They kindly said, I needed to ‘get a life.’ I was so impressed not only with their willingness to help but their concern for me.”

– CLARIA SHADWICK, Partner
Lexington Office

IT'S ABOUT BEING OPEN TO NEW IDEAS THAT HELP BALANCE LIFE.

"I love my position as a Partner and Director of Diversity because I get to grow and nurture what I already love about Frost Brown Todd."



It's hard to find someone more passionate and energized by the culture at Frost Brown Todd than Kim Amrine. That's probably why she was named the firm's first Director of Diversity — a unique position among U.S. law firms, where she spends a minimum of 1,200 hours on diversity efforts.

"It was the inclusion and acceptance that brought me here in the first place," Kim offers. "When I joined I had a young child and wasn't your typical 24-year-old right out of law school. Now I'm positioned to make a difference for the law firm, with a Diversity Committee, a budget and direct accountability to firm leadership."

Today, Kim enjoys a unique and rewarding role at Frost Brown Todd — helping to evolve the firm's diversity initiatives like flex-time and telecommuting.

But the firm's flexibility doesn't benefit female attorneys only.

"I came to Frost Brown Todd looking for a better balance of work and life outside of work," offered Murray Griess, counsel for the firm. "They were very flexible and very supportive. Today I work under a

reduced billable hour schedule, putting me under less pressure and — in my opinion — helping me perform better for clients."

In 2006, though, we got a glimpse of Frost Brown Todd's culture, when Kim was diagnosed with breast cancer.

"I had to stop working for six months to have two surgeries, go through chemo, and to take care of myself and my family," related Kim. "The firm was fantastic. I got a card everyday for six months. People from the firm took care of my yard. One of the departments I don't even work in sent me a freezer filled with frozen meals, then kept it full the whole time I was off. One of the partners even took me to my treatments twice a month."

"We came together as family. It was the perfect demonstration of what the diversity program should be about."

Naming a Director of Diversity. Finding flexible solutions. Supporting each other in times of need.

Diversity. In action.

Murray Griess (left), counsel for Frost Brown Todd, practices labor and employment law, representing a variety of large clients.

Partner Kim Amrine is the firm's Director of Diversity, responsible for implementing and monitoring the firm's efforts in every office.

■ ■ They create a dialogue so attorneys don't have to worry about unspoken ■ ■ issues. We can simply practice law and know that if we do good work, we can have a good career here. That's what they've done for me.



"Here, I can be my own person, with my own practice and the support of hundreds of other attorneys. I feel I'm as much a partner here as if I had opened my own law firm. That's not because I'm gay or because I'm a woman. It's because Frost Brown Todd treats all attorneys with dignity and respect—as individuals, and for who they want to be at the firm."

– MELANIE MARGOLIN, Partner
Indianapolis Office

IT'S ABOUT TRULY APPRECIATING PEOPLE FOR WHO THEY ARE.

To say Bernie McKay is active in the community would be a huge understatement. He works with Equality Cincinnati, a non-profit group working for the equal treatment of gay, lesbian, bisexual and transgender persons.



He's also President of the board of directors for Caracole, an organization devoted to providing housing for the homeless who are HIV positive. And he is involved with the Women's Crisis Center.

"Sure, it takes a lot of time to work with these organizations," said Bernie the Attorney, as he is known around the firm. "But they are made up of good, quality people. And when good, quality people ask for help, you have to give it."

That's the same attitude Frost Brown Todd has taken in supporting Bernie's work in the community, becoming sponsors of the annual benefit for Equality Cincinnati, Caracole and the Women's Crisis Center.

"Frost Brown Todd is the only law firm to be a Top Level Sponsor for Equality Cincinnati's and Caracole's annual benefit," Bernie continued. "The firm truly puts their money where their mouth is in terms of diversity. And by embracing it, they create

a dialogue so attorneys don't have to worry about unspoken issues. We can simply focus our attention on practicing law and know that if we do good work, we can have a successful career here. That's what they've done for me."

Susan Williams has seen Frost Brown Todd's approach to diversity from a different side – one that goes beyond our relationship with her.

"The firm covers my domestic partner under the health benefits plan," Susan offered. "More importantly, the firm makes domestic partners feel included and comfortable at firm events."

Encouraging community outreach. Addressing unspoken issues. Embracing a variety of family structures.

Diversity. In action.

Partner Susan Williams (left) has been practicing law since 1985 and has tried over 75 jury and bench trials combined. Her practice is dedicated to major commercial and insurance coverage, fraud and bad faith disputes.

Bernie McKay is a partner in the firm, as well as vice chair of the Personal Planning and Family Business Department. He practices estate planning, trust and probate law.

■ ■ Policies can be changed overnight — attitudes take time. ■ ■



“Our commitment to an inclusive workplace improves the scope and quality of our legal services, increases our ability to respond to client needs, helps us thrive as a member of the legal community and creates the most collegial work environment.”

— HEATHER WILSON, Partner
Indianapolis Office

IT'S ABOUT CONNECTING IN WAYS THAT STRENGTHEN RELATIONSHIPS.

"I've seen great changes in the opportunities for women and minorities in my career. There used to be more walls and double-standards than there are today."



With that statement, Jane Shea provides insight to the perspective she brings as co-chair of Frost Brown Todd's Women's Initiative — a program that assists in the development and mentoring of female attorneys in the firm, and seeks to heighten their visibility in the community. Jane and co-chair Alison Stemler, have helped expand the program, networking opportunities, quarterly lunch and marketing events, and even events that bring the firm's women lawyers and women clients together.

"Our predecessors were very energized in this area and deserve a great deal of credit for its success," Jane claimed. "The program is still evolving and gaining momentum. It's not the only women's initiative in the market, but is the most prominent among large law firms."

How has the firm benefited from the initiative?

"I'm probably too close to it to say for sure, but I would say it's benefited us most in recruiting and retention," Alison stated. "We've recruited some wonderful new lawyers, which I believe have made the firm better as a whole. When we have a broader array of people for our clients to work with, it strengthens our relationships with them. It broadens our ability to communicate effectively with them."

Still, with all the growth and success of the Women's Initiative, Jane and Alison say there is more to do.

"Policies can be changed overnight — attitudes take time," revealed Jane. "If people are not encouraged to change, they will not. They must be challenged."

Mentoring female attorneys. Heightening their visibility in the community. Challenging traditional attitudes.

Diversity. In action.

Alison Stemler (left) is a partner in the firm, concentrating her practice on employee benefits and executive compensation. She is also a resource to a number of practice groups throughout the firm.

Counsel Jane Shea works in commercial law, primarily for financial institutions. She also created and chairs Frost Brown Todd's Privacy Law practice group.

■ ■ We're building on the great momentum that has been created. ■ ■



"With our recent expansion and integration of cultures, diversity takes on new meaning. It places a premium on listening and being sensitive to the concerns of both attorneys and administrative staff. We have created an environment where our employees can work productively and grow as individuals."

– JILL BURTON, Executive Director
Louisville Office

IT'S NOT ABOUT OPTICS AND NUMBERS.

"It's about creating a culture of acceptance. More than other businesses, a law firm's success depends upon its people. Our people cannot perform to their potential at Frost Brown Todd without an inclusive environment."



That is the opinion of FBT's Managing Partner, George Yund and a viewpoint shared by firm Chairman John Crockett. Theirs is a somewhat broader view of diversity, and it sets the tone for how diversity is perceived and implemented throughout the firm.

As attorneys, both have seen the successes of the Diversity program from the inside. Today, they are intent on continuing the great momentum that has been created.

"I think our program creates a more vibrant and creative institution," said John. "And I'm not aware of any other law firm in our footprint that has committed the same financial resources and accountability to diversity that we have through our Director of Diversity, her reporting requirements and support system."

Like their predecessors, both embrace diversity as a process of things that do not necessarily show up in a head count — communication, commitment, and most of all, accountability.

"Lasting change requires a consistent commitment from all of us — from the top down," George added. "As a firm leader, I am committed to that — Diversity is integrated into our management and has the time and attention of firm leadership on a consistent basis."

From a business perspective, both agree that building a culture of acceptance pays long-term dividends.

"It's not just the right thing to do. It's the smart thing to do."

Being accountable. Raising consciousness at all levels. Diversity. In action.

George Yund (left) is the firm's Managing Partner responsible for internal matters.

John Crockett (right) is Chairman and responsible for driving the growth and the strategic planning for Frost Brown Todd.

■ ■ Diversity isn't just a top-down program. It has to work inside-out. ■ ■

Mentoring the next generation:

"Frost Brown Todd has had a significant impact on my development since the beginning of my college career. During my internships, their attorneys took the time to shape who I am today and find my true passion for law. I am very happy they were able to contribute to the attorney I will one day become."

– ERIC CORDERA COOK, Future Law Student
Indiana University Maurer School of Law
Bloomington

Diversity and the business community:

"Frost Brown Todd has a genuine commitment to diversity and their hard work is making a difference internally and externally. Their support of the Business Diversity Network of Kentucky helps members attract and retain diverse talent, and in turn, deliver even stronger diversity and inclusion results. Additionally, Frost's high profile women's programs and their work in the Hispanic community make them leaders throughout our region and beyond."

– TERRIAN BARNES
Yum! Global Diversity and Inclusion Officer

Expanding partnerships in the legal community:

"Your attention and support has made it possible for SWEL (A summer internship program for minority students) to expand its reach beyond the local markets. This provides a vehicle for our interns to meet law school admissions professionals in multiple markets and actually see the schools firsthand...The success of SWEL and its interns can only grow as we develop these collaborative relationships within the legal community that endure even through tough economic times such as we face today. I cannot begin to convey how much the "SWEL Family" values the commitment Frost Brown Todd has made to us!"

– JAMES JOHNSON, ESQ., Founder
Summer Work Experience in Law, Inc. (SWEL)
Cincinnati

Pro Bono services:

"As a minority small business owner with limited resources, my company has been given the opportunity to not only benefit from Frost Brown Todd's pro bono services — but to do business with the firm. We have always been treated with great respect and acknowledged as a business no different than any other. The opportunities that have been provided to us through FBT has not only helped our company but, it will allow Edible Dreams LLC to provide jobs for those in the community in the food service industry."

– MATINA THOMAS, Owner
Edible Dreams Catering LLC



First-Year Law Student
Corporate Legal Split Summer Program

Partnering with our clients:

"To know that these first-year law students are going to understand our needs and challenges and that they appreciate our culture and priorities is a huge asset. We've been delighted to partner with Frost Brown Todd on this program."

– DOROTHY CORBETT, Associate General Counsel
Duke Energy Corporation

IT'S ABOUT NEVER BEING SATISFIED.

As you have seen, a number of our attorneys have benefited from our diversity/inclusion efforts. But perhaps the best measure of success is the momentum and environment we've created—inside and outside the firm.



But we're far from finished. And, frankly, we never will be.

Our Diversity efforts have grown beyond a workplace program and many are taking notice. Now, our efforts reach into our communities as advocates for minority-owned businesses. It reaches into our high schools — to ensure that the next generation of legal talent is not only diverse, but passionate about what they can do. It reaches out to our clients through a shared summer program that helps enrich young law students with real-world experience.

And according to Director of Diversity Kim Amrine, that's where the real measure of the program is:

"Diversity isn't just a top-down program. It has to work inside-out," she said.

All this helps us to achieve another goal — provide the best possible legal counsel for years to come. And that happens when we have the best legal talent with the most diverse viewpoints.

At Frost Brown Todd, we believe diversity is not a luxury for our clients. It's a necessity. Today's complex problems need to be approached from varying points of view. And the more diverse views we can bring to the table, the better we believe the insight — and the solution that comes from it — will be.

Our clients deserve nothing less.

For more information about our Diversity Program, visit us at www.frostbrowntodd.com. Or contact Kim Amrine at 513.651.6800.

And see why we say there's only one way to approach diversity.

In action.

It's not just attorneys who flourish because of our efforts. Our administrative staff, our clients, our service providers, even future attorneys — have experienced the success of our vision.

These are some of their comments regarding the success of our Diversity Initiative.

