



Community & Social Responsibility Report 2014

COMMITTED TO MAKING A DIFFERENCE



Community ■ Social Responsibility ■ Sustainability



## COMMITTED TO MAKING A DIFFERENCE

### What Old National's commitment to community & social responsibility means to our clients, communities and owners

For 180 years, Old National has staked its success on being a basic community bank committed to exceeding the expectations of our clients. We believe this unwavering focus on service is key to producing consistent, quality earnings for our shareholders.

We also recognize that being a strong, sustainable community bank means more than serving the full-service financial needs of families and businesses. It also means working to strengthen and sustain the fabric and culture of every community we serve through a constant commitment to engagement, partnership, leadership and inclusion.

When our communities flourish as a result of this culture of engagement and partnership, Old National flourishes. And ultimately, every Old National stakeholder benefits.

You might even say this strong, stable and ethical approach to banking is the Old National brand. And that our people, and the values they embody on a daily basis, are our most valuable asset.

Some might characterize this approach to community banking, and community and social responsibility, as old fashioned or even boring. We respectfully disagree.

To us, this commitment to basic banking and community and social responsibility is a simple, yet powerful way of doing business that has served Old National well since 1834. And we believe it will continue to benefit all of our stakeholders well into the future.

Sincerely,



Bob Jones  
Old National President and CEO



Bob Jones



Kelly Stanley



Kelly Stanley  
Member, Old National Bancorp Board of Directors  
Community & Social Responsibility Committee Chair

## About Old National

Old National Bancorp is the largest financial services holding company headquartered in Indiana. With \$11.6 billion in assets at December 31, 2014, it ranks among the top 100 banking companies in the United States.

Since its founding in Evansville, Ind., in 1834, Old National Bank has focused on community banking by building long-term, highly valued partnerships with clients in its primary footprint, which today includes Indiana, Illinois, Kentucky and Michigan.

In addition to providing extensive services in retail and commercial banking, wealth management, investments and brokerage, Old National also owns Old National Insurance, one of the 100 largest insurance brokers in the nation.

Visit [www.oldnational.com/community](http://www.oldnational.com/community) to learn about the Old National Bank Foundation, including how to apply for a Foundation grant or sponsorship, and also to view a complete list of our 2014 grant recipients and sponsorship partners.

Also at [www.oldnational.com/community](http://www.oldnational.com/community), view our 2014 associate volunteer honor roll.



FOCUS ON

Community

Throughout our 180-year history, Old National has been focused on strengthening the communities we serve through associate volunteerism, corporate sponsorships, Foundation grant awards and financial education and literacy initiatives. This commitment to community serves as the cornerstone of our identity and helps define our mission and vision as a financial institution.

Old National Volunteer of the Year is committed to his community

Curiosity is what drew Ken Ritchie to the New Hope Family Shelter in his hometown of Bloomington, Ind. back in 2011. His passion for helping those in need is what led him to become one of the organization’s most dedicated and tireless volunteers.

“I was on my way to work when I saw some people doing rehab on an old house,” Ritchie recalls. “I wanted to see what it was all about.”

A corporate relationship manager for Old National and the company’s 2014 Volunteer of the Year, Ritchie discovered a group of people who were dedicated to ending the cycle of homelessness. “I knew right away that New Hope Family Shelter would be a good fit for me, and that I could help make a difference,” he said.

Ritchie has been a board member for New Hope since the doors opened in 2011. In just over three years, the organization has assisted 62 families, providing a total of 12,000 nights of shelter.

Making Bloomington a better place

Ritchie is also a 14-year member of the Monroe County Board of Aviation Commissioners, and a volunteer with the “Real Men Read” program at Rogers School in Bloomington. All totaled, he donated more than 400 volunteer hours in 2014.

Emily Pike, director of Children’s Programming for New Hope, said, “Without Ken Ritchie, the work we do would not be possible.”



Old National Volunteer of the Year Ken Ritchie

Old National President and CEO Bob Jones said Ritchie epitomizes Old National’s commitment to strengthening lives and impacting communities. “His community, today, is a far better place because he is there,” Jones said.

- Since 2006, the nine recipients of Old National’s Volunteer of the Year award have donated more than 30,000 volunteer hours to their communities.

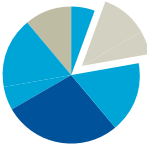
For a list of 2014 Old National volunteers, visit [www.oldnational.com/community](http://www.oldnational.com/community)



99,777

2014 Total Associate Volunteer Hours

Nearly 600,000 volunteer hours donated by Old National associates since 2006



\$5,006,397

2014 Total Grants & Sponsorships



\$685,696

2014 Total Corporate and Associate United Way Contribution



Named 2013 and 2014 volunteer program of the year by VolunteerMatch

## Commitment to military leads to Honor Flight sponsorship, resource group

When World War II veteran Irene Blessing boarded a plane in October 2014 bound for Washington D.C., she was so excited she started dancing with a flight attendant.

"I hadn't danced in 30 years!" recalled Blessing, who was one of 70 veterans who made the trip to D.C. as part of the first Honor Flight departing from Evansville, Ind. Old National sponsored the highly emotional day-long event, in conjunction with other community partners.

The mission of the Honor Flight Network is to transport America's veterans – each accompanied by a guardian – to our nation's capital to visit the memorials dedicated to their service and sacrifice. The community response to the initial Evansville flight was beyond expectations.

Old National Investor Relations Director Lynell Walton was part of the volunteer "ground crew" that greeted and assisted the veterans. "In the morning when they arrived, they were bright-eyed and bushy-tailed," Walton said. "They were so energetic and excited for the day."

Old National Trust Administrator Ron Whitler, a 26-year military veteran, was a guardian on the flight. He accompanied Evansville veteran Mark Schapker. "I was trying to keep up with him," Whitler laughed. "He had so much he wanted to see."

On the trip home, the veterans received a surprise "mail call" that consisted of letters and notes from friends and family. When they landed back in Evansville, they were met by thousands of cheering supporters, many of whom were waving flags and holding up signs.

Blessing said she was still wiping away tears days after the flight. "I still fill up. I want to cry – a cry of happiness that there were others who made the flight possible for us to go."



World War II Army Veteran Rex Powell is guided through Evansville Regional Airport by his Honor Flight Guardian Trudy Buckman. Powell and Buckman were part of the first Honor Flight to depart from Evansville.

### 'This is who we are'

Old National's sponsorship of the Evansville-based flight is just one illustration of the company's support for the Honor Flight Network. Old National also conducted a Facebook "Like" campaign in late 2014 and early 2015 that generated thousands of dollars for the organization.

Initiatives like these that support and honor America's soldiers, past and present, are often spearheaded by Old National's Military Veterans Resource Group. Formed in 2014, this collection of passionate Old National associates helps to raise awareness about military and veterans issues, both within the company and throughout the communities Old National serves.

- Since 2005, nearly 140,000 veterans have flown on an Honor Flight.
- In 2014, 21,261 veterans made a flight.

## '100 Men' events have touched thousands of lives

Since 2009, Old National's "100 Men Who Cook" fundraisers, where volunteer chefs prepare their favorite recipes, have generated **more than \$2 million** for not-for-profit organizations in Illinois, Indiana and Kentucky. Here's a look at how the money raised has been put to use:

- Youth Education and Development - \$712,500
- Social Services - \$557,275
- Health and Wellness - \$361,100
- Mentoring - \$320,000
- Military - \$114,430
- Community organizations - \$109,300



## ASAP allows at-risk students to shine

During an October 2014 kick-off ceremony at the Ivy Tech Community College campus in Evansville, Ind., Old National President and CEO Bob Jones delivered a message to students enrolled in Ivy Tech's Associate Accelerated Program (ASAP).

"Never forget that someone took a chance to invest in you, and now it is your turn to make an investment in your future and the future of this community."

Ivy Tech's ASAP initiative provides recent high school graduates with the opportunity to earn a transferable or workforce-credentialed degree in one year instead of the traditional two-year timeframe. ASAP focuses on high-potential students who face socioeconomic challenges that might reduce their access to higher education.

Old National has demonstrated its support for the program by awarding Ivy Tech a five-year grant from the Old National Bank Foundation. All ASAP students receive a stipend, made possible through community partners.



Andre Davis (left), Old National applications analyst, poses with his mentee David Angermeier. Angermeier is part of the Associate Accelerated Program at Ivy Tech's Evansville, Ind. campus.

"When I graduated from high school, I felt I was missing something," said ASAP student Brandon Vessel. "Ivy Tech is striving to prepare students professionally. Having a program dedicated to fostering these improvements, qualities and characteristics is exactly what I was looking for."

## Louisville-area initiative fuels job retention

For many people, transportation is something taken for granted. Yet for some individuals in the Louisville, Ky. area, a lack of reliable transportation can make maintaining a job quite challenging.

That's where Goodwill of Kentucky Cars to Work® comes into the picture. Supported by funding from an Old National Bank Foundation grant, the Cars to Work program matches economically disadvantaged individuals with affordable, reliable vehicles along with financial education geared to help them budget for their automotive expenses.

Since the program began in October 2012, Cars to Work has placed a total of 189 people with affordable, reliable vehicles, including 78 in 2014.

"With the support of partners like the Old National Bank Foundation, Goodwill Cars to Work looks forward to making a significant impact in the lives of hundreds of Kentuckians in the coming years," said Heather Hise, marketing and public relations manager for Goodwill Industries of Kentucky, Inc.

"This is a program that aligns very well with our Foundation goals of supporting economic development and financial education," said Old National Kentucky Region CEO Dennis Heishman. "We're very pleased to be partnering in an initiative like this that truly strengthens our community."

## Old National works to empower 'CHANGE'

When you provide someone with hope, guidance and the skills necessary to attain financial success, you empower them to make positive, lasting life changes. This is the logic behind the CHANGE program, which is short for "Creating Hope And Nurturing Genuine Empowerment."



Funded by a grant from the United Way of Southwestern Indiana, the CHANGE program is sponsored by Old National Bank in partnership with HOPE of Evansville (an organization that primarily concentrates on homeownership retention) and Volunteers of America of Indiana. The goal is to provide rehabilitated, non-violent criminal offenders with a pathway to financial independence.

On December 8, 2014, the first group of CHANGE program participants celebrated their graduation. The 15 members of the inaugural class were all residents of Evansville, Ind.'s Hope Hall, a transitional housing and correctional facility for men and women who are completing federal and state prison sentences for non-violent crimes.

Old National's involvement in CHANGE was led by Financial Empowerment Officer Ben Joergens, who taught a 12-week financial literacy program. Topics included the basics of banking, ID theft protection, using credit with care, understanding and rebuilding credit, managing expenses, saving on utilities and understanding investments.

- In 2014, Old National associates conducted more than 600 financial literacy presentations, reaching more than 15,000 individuals.

**FOCUS ON**

Governance and Ethics

Old National is dedicated to being a financial industry leader in corporate governance, risk management and business ethics. This unwavering commitment protects our clients, our shareholders and our reputation as a safe, secure community bank, while enabling our associates to work in an open, ethical environment.

Strong corporate governance sets the tone at Old National

Old National Chairman Larry Dunigan believes the importance of corporate governance cannot be overstated.

“Old National’s most valuable asset is its culture and the associates who exemplify that culture. But the nucleus, the core of Old National, is a strong adherence to the principles of corporate governance,” he said.

This focus on governance is not new. Under the leadership of Chief Legal Counsel Jeff Knight, Old National has become a nationally recognized leader in corporate governance practices.

“Our focus on strong corporate governance is as much a part of the Old National culture as our commitment to communities,” said Knight. “It sets the foundation for how we do business.”

- **Named one of the World’s Most Ethical Companies by the Ethisphere Institute for four consecutive years.**
- **First in peer group to establish an independent CEO and chairman (2004).**
- **First in peer group to require a majority vote for directors and annual election of directors (2008).**
- **Establishment of independent Chief Risk Officer position (2005) and Ethics Officer (2008).**
- **Corporate culture and adherence to business ethics and corporate governance certified by the Ethisphere Institute for six consecutive years.**



\*Old National received an **Institutional Shareholder Services (ISS) QuickScore** ranking of “2” in 2014. Scores are based on a scale of 1 to 10, with a 1 indicating the best possible corporate governance score.

Our ISS score not only reflects our desire to be a world leader in transparency and business ethics, it underscores our commitment to risk management. Ultimately this commitment to governance, ethics and strong risk management sets the tone and establishes the foundation for everything we do as a community bank.



Established separation of Chairman and CEO in 2004

Annual election of all directors

Maintain independence of all non-executive board members

ISS score of “2” with third-party validation\*

Executive compensation tied to shareholder value

Stock ownership guidelines established for Executive Leadership Group and Board of Directors

Annual affirmation of Code of Conduct and mandatory annual ethics training for all associates

Confidential ethics hotline available to all associates



## Risk Appetite Statement guides Old National on its path to growth

Risk. In the banking world, it's a reality that affects every business decision, large and small. The essence of banking is to take appropriate, carefully managed and monitored risks for which a company is appropriately compensated.

"As a growing community bank, we aren't averse to risk," explained Old National's Chief Risk Officer Candice Rickard. "In fact, we're actively seeking to take measured, monitored, appropriate risk that rewards our company and its owners. It's all about striking a balance."

In order to help Old National decision-makers understand what level of measured, managed risk is appropriate, its Board of Directors developed and approved a Risk Appetite Statement in early 2014. A document designed to evolve as the risk environment and company evolve, it provides the framework for continuous improvement while enabling the company to use capital as prudently and effectively as possible.

"Our Risk Appetite Statement is aspirational," said Rickard. "It defines who we want to be as a community bank and it helps us get there by making better informed daily decisions."



Chief Risk Officer Candice Rickard discusses an investment opportunity with Chief Credit Officer Daryl Moore (left) and Chief Banking Officer Jim Sandgren.

According to President and CEO Bob Jones, Old National's Risk Appetite Statement has caught the attention of others within the industry.

"We've been approached by some of our peers wanting to learn more about it and how it guides us," he said.

### Building a risk management culture

One area where the Risk Appetite Statement is proving to be especially valuable is in those inevitable back-and-forth conversations between Old National's lending and credit teams. Now that the company has expanded into newer growth markets with greater lending opportunities, these teams are working together more than ever to determine what level of measured risk is appropriate for the balance sheet.

"Our Risk Appetite Statement helps remind us that this business is about managing risk," said Old National's Chief Banking Officer Jim Sandgren. "It's a really important working document that helps guide us as we contemplate decisions of all kinds."

Chief Credit Officer Daryl Moore agrees wholeheartedly. "Certainly as we are attempting to find the right balance of incremental risk, the Risk Appetite Statement has provided a starting point from which the credit and lending teams can work," he said.

Rickard said Old National's Risk Appetite Statement is ultimately about helping the company continue to strengthen its overall approach to enterprise-wide risk management. "We want the idea of strong, measured risk management to be ingrained within our culture," she said.



### Old National's Enterprise Risk Management Culture

- ✓ Appropriate governance and organizational structures
- ✓ Stature of risk function within the organization increasing
- ✓ Expertise and talent recruited, developed and retained within ERM team
- ✓ **Defined Risk Appetite Statement adopted in April 2014**
- ✓ Strong risk assessments, monitoring and reporting
- ✓ Independent risk reviews
- ✓ Boards provide credible challenge
- ✓ Alignment of business strategy, risk profile and capital plan with risk appetite

## Safeguarding clients and communities from fraud requires education, teamwork

On December 19, 2013, two days before the busiest shopping weekend of the year, Old National Operational Risk Director Sherry Meeks and members of her team heard rumblings about a potential breach involving Target retail stores. By the following day, those rumblings had turned into a roar.

"While Old National's systems weren't breached, we recognized that thousands of our clients had used their Old National debit cards at Target stores during the identified timeframe," said Meeks. "As a result, those cards would have to be replaced."

During those two busy days, Old National's Incident Management Team met multiple times to assess the situation. In addition to key members of the Risk Department, the team included representatives from Old National's Information Technology, Client Care, Deposit Operations and Communications departments.

The team had a difficult decision to make. If they shut down all potentially impacted cards right away, it would leave thousands of holiday shoppers without access to their debit cards over the weekend. That's not the kind of Christmas surprise anyone wants. If the cards were not shut down the customer fraud losses could be extensive.

So they made a different choice. Rather than shutting down the cards immediately, they left the cards available to customers and established a staggered schedule for team members to personally monitor any suspicious activity on the affected cards throughout the days leading up to Christmas, and even on Christmas Day.

"Honestly, it wasn't how any of us hoped to spend our Christmas, but it was better than the alternative," Meeks explained. "We minimized loss and risk while not disrupting the lives of our clients."

### A proactive approach

These are the kinds of complex decisions and risk solutions that are required in today's risk environment. And it's why members of the Old National Risk team are not only ready when issues arise, they're also working proactively behind the scenes.



Old National Fraud Prevention and Investigations Manager Alan Steinhart addresses the attendees of a fraud seminar held in Evansville in early 2015. Old National puts on seminars throughout the year to educate consumers about fraud and identity theft risks.

"You have to be both proactive and responsive," explains Old National Chief Risk Officer Candice Rickard. "Obviously you need a strong, structured team in place to respond to potential incidents, and we have that. But we also strive to proactively educate our clients, our communities and our own associates about steps they can take to protect themselves from fraud and identity theft."

One of the proactive approaches Old National takes is hosting fraud awareness seminars throughout the year. The Risk team also maintains a robust online Security Center at oldnational.com while keeping Old National associates aware of potential concerns through email alerts and intranet posts.

"If we can do things to educate people and help them understand how to minimize their risk on the front end, we can save them a lot of frustration and heartache," said Meeks. "Yes, it's a challenge. But our clients and communities can take comfort knowing we are committed to safeguarding their privacy and security."



### How can you protect yourself?

- Sign the back of your debit card on the signature panel as soon you receive it.
- Keep your debit card in a safe place and don't share your PIN with anyone.
- Don't write your PIN down anywhere.
- Never provide your debit card number or information via phone, email or text message, unless you initiated the call.
- Review your monthly statement, or use online banking to check your account regularly for fraudulent activity.
- Make sure your bank has your current phone number to reach you if there is suspicious activity on your card.
- Don't use your debit card at an ATM machine if someone is lingering nearby or seems suspicious.
- Get in the habit of covering your hand when entering your PIN so it can't be seen by someone.
- If the machine confiscates your debit card, report it immediately.





Members of Old National's Internal Audit team (left to right) Jeff Cox, Lisa Newton, Shaun Napier and Terry Keil are seen here in a planning meeting.



2014 Internal Audit department by the numbers:

- 12,291 Hours spent on operational audits
- 73 Number of Operational audits in the Old National "universe"
- 1,210 Hours spent on audit team training
- 638 Hours spent on community service by audit team
- 21 Total number of professional certifications held by Internal Audit associates

Internal Audit team works to 'strike the right balance'

Ask the average person to describe an auditor and they tend to envision a solitary figure from a bygone era, says Old National Chief Audit Executive Dick Dubé.

"Often they visualize this introverted person with a green visor and a calculator, holed up in a conference room crunching numbers," he said. "In reality, auditors have to be analytical, imaginative and communicative. And most importantly, they have to be excellent listeners."

Dubé says the 15 members of Old National's Internal Audit team all fit this multi-faceted definition of the modern auditor. Together, they form a critical layer of defense in the company's commitment to managing risk and ensuring strong corporate governance.

And because their clients are Old National associates from other departments and business lines, Old National's internal auditors have the unique responsibility of remaining independent and objective while being part of the organization they are auditing.

"They help us strike the right balance," explains Old National Credit Operations Director Brendon Falconer. "They're open to questions, open to feedback. They want to understand our process."

Seeking to understand

Old National Audit Manager Terry Keil has been an auditor in the finance industry for three decades. He acknowledges that things have changed over the years as banking, and the regulations that govern the industry, have become more complex. "The one constant, though, is that a good auditor still has to be a good listener," he said. "Yet there's so much more to listen to than there used to be. Today you really have to be able to comprehend the complexities and the risks."

Dubé said Old National's audit team helps their internal partners manage risk in today's highly regulated environment by taking a more holistic view of corporate governance and aligning internal

audit skills and activities to assess, improve and monitor Old National's corporate governance capabilities.

Carrie Ellspermann, CEO of Old National's Wealth Management Division, said Internal Auditing works diligently with her team to help them protect and serve the needs of their clients. "What they really do well is they seek to understand," she said. "Sometimes they challenge our way of thinking or ask a question that helps us improve our processes. In the end we all have the same goal, which is protecting client assets and delivering the best service and expertise possible to clients."

Old National Senior Team Leader Jeff Cox sees a direct connection between the role of Internal Auditing and Old National's commitment to community and social responsibility. "Ultimately we provide assurance to management and to our stakeholders that Old National has a solid business structure," Cox said. "That makes Old National stronger, which in turn helps us keep our communities stronger."

**FOCUS ON** Engagement

At Old National, our goal is to foster a diverse, inclusive and highly ethical work environment where associates are continually engaged and empowered to grow both personally and professionally. We believe this environment enables our associates to exceed the expectations of our clients, thereby earning Old National the opportunity to be their bank for life.

**One Vision CEO Award winner is passionate about ‘team’**

When Old National President and CEO Bob Jones visits an Old National banking center, he doesn’t stand back and observe. Instead he views each visit as an opportunity to interact with clients in the teller line and to catch up with associates.

Jones’s high touch, high energy leadership style has made a huge impression on Jessica Klepfer, Old National’s 2014 One Vision CEO Award winner. As district retail manager for Old National’s Indianapolis Region, Klepfer is responsible for guiding more than 75 front-line associates.

Like her CEO, she enjoys spending quality time with clients and with the associates who serve those clients. “My job is to help the members of my team meet the needs of their clients and drive revenue for the bank,” she said. “I believe the best way to do that is by fostering an atmosphere of respect and teamwork.”

Klepfer said it’s very important for her to understand the personal and professional goals of every associate on her team, and how she can help them achieve those goals. It’s this kind of commitment to the personal and professional development of others that led to her selection as 2014 CEO One Vision winner.



Jessica Klepfer, Old National’s 2014 One Vision award winner, greets a client at an Old National banking center in Carmel, Ind.

Each year, a total of 60 peer-nominated One Vision winners are chosen (15 per quarter). At the end of the year, Jones has the challenging task of selecting one quarterly recipient who stands out above the others.

Klepfer received multiple nominations in 2014, with each one noting her compassion, leadership and dedication to her staff and clients. To quote one nominee, “If you look at the list of Old National values, there are very few people in the company who demonstrate them better and more often than Jessica Klepfer.”

In addition to the sense of community she has created within her Indianapolis district, Klepfer is an active leader in the greater Indianapolis community, volunteering time with the Humane Society and Habitat for Humanity. “Receiving this award is a very touching and humbling experience,” she explained. “To learn that you’re making a difference – it truly does make it all worthwhile.”

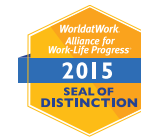


Added Diversity & Inclusion as an organizational value in 2013

Old National volunteers served more than 2,000 organizations in 2014

Nearly 14,000 hours served on community boards and advisory committees

In a recent survey of associates, 96% say they will “go the extra mile” to help Old National succeed



Earned the 2013, 2014 and 2015 Work-Life Seal of Distinction

Leadership development available at all career levels



In-house training department

## Helping change the equation for job candidates with disabilities

Six fleeting seconds. That's the amount of time the average employment recruiter spends examining a resume before deciding whether to seriously consider a job candidate. Ben Trockman, Old National's outreach and employment specialist, knows that's not enough time for disabled individuals to demonstrate why an organization should invest in them.

"They need more than that six-second window," said Trockman, who has been paralyzed from the neck down since a dirt bike accident at 17. The Evansville, Ind., native said most job candidates with a disability that requires special accommodations need "that 30-minute cup of coffee or hour-long lunch with a leader" to demonstrate to an organizational decision-maker they're capable of doing the job and worth the investment.

With this reality in mind, Trockman is working to educate business professionals about the value disabled individuals can bring to the workplace. Presently he's in the late stages of developing a mentoring program that will connect young people with disabilities in the Evansville area with members of Old National's senior leadership team. He then hopes to roll the program out to a wider audience.

Another part of the equation, Trockman says, is helping disabled job candidates confidently and effectively state their case for employment. He said the nervousness that everyone feels when interviewing for a job is often amplified for the disabled. "You're not just worried about, 'Can I do the job?' You're also wondering, 'Will people accept me?'"

In addition to providing one-on-one coaching and mentoring for those wishing to improve their employment chances, Trockman also helps community providers, like Easter Seals and the Evansville Association for the Blind, understand how to better support and coach those with disabilities. "I'm in a position I didn't think I'd ever be in, and I'm incredibly grateful to Old National for that," he said. "There's so much room for growth, and I'm passionate and excited about the opportunity I've been given."



- **The national unemployment rate for people with disabilities is 11.9%, compared to 5.9% for the non-disabled.**
- **55% of disabled college graduates are unemployed, compared to 14% for graduates without disabilities.**
- **Two out of three people with disabilities who are unemployed would prefer to be working.**

(From left to right) Old National Outreach and Employment Specialist Ben Trockman discusses disability issues at the Workone Evansville (Ind.) employment agency with Sycamore Services, Inc. Director Michelle Kirk, Grow Southwest Indiana Workforce Executive Director Jim Heck and Tracy Stricker, community job link manager for The Arc of Evansville.



Students from Canterbury School In Fort Wayne, Ind., prepare to see the award-winning movie, Selma. Old National sponsored showings of the civil rights drama in a number of communities.

## Moving the needle on Diversity & Inclusion

Old National continues to focus on diversity and inclusion as critical factors in the success of the organization. Here are some 2014 highlights:

- Developed a framework and business case to guide our initiatives and strategies.
- Activated and launched an Executive Inclusion Council and associate resource groups, including Military and LGBT groups.
- Established organizational objectives for 2014-16.
- Increased associate communication efforts, including recognizing all major cultural observances and heritage months.
- Created an internal website with resources for self-guided development.
- Organized the company's first corporate-wide presentation, facilitated by Ondra L. Berry, VP of Diversity & Inclusion at MGM Resorts International.

## 'LIFE' model helps associates activate Your Bank. For Life. brand promise

Old National has introduced a process that puts "life" in the company's promise to be "Your bank for life."

At a gathering of banking center managers in fall 2014, Chief Client Experience Officer Annette Hudgions unveiled what the company has dubbed its LIFE Client Interaction Model. The letters in LIFE represent a consistent process for interacting with and serving clients: Listen, Identify, Fulfill and Exceed (Expectations).



"Delivering the right products and services at the right time is something we already do very well; it's in our DNA, and it's in our mission, vision and values," said Hudgions. "The LIFE process doesn't change that. It simply provides us all with a consistent, client-centric template for driving that commitment to being our clients' bank at every life stage."

"I really like the LIFE model," said Sabrina Mancuso, an Old National banking center manager in South Bend, Ind. "We have already been successfully using the steps in our region when working with clients to help in strengthening the relationships we have with them."



Nathan Bolton, Old National banking center manager in Kalamazoo, Mich., said he's happy that Old National wants to ensure a consistent client experience in all markets served.

"I think the LIFE Client Interaction Model is a great step toward accomplishing consistency throughout our footprint, and will improve the customer experience," Bolton said.

## Leadership development pays dividends

Old National's multi-faceted approach to Leadership Development – which includes opportunities for associates at every career stage – pays big dividends within the company and in the communities Old National serves. Consider the following facts:

- Old National's retention rate for associates who completed leadership development programs was over 92% in 2014; more than half of these associates were classified as "ready now" for career advancement.
- In a recent associate engagement survey, Old National associates who participated in leadership development initiatives responded more positively than the average to questions about engagement, culture and diversity & inclusion.
- In 2014, associates in leadership development programs were 8% more likely to volunteer.



Old National Fort Wayne Region President Wendell Bontrager counsels one of the young men he mentors.

## Fort Wayne Region President gives back through mentoring

Wendell Bontrager freely admits he had his share of ups and downs early in his career as he learned to balance personal commitments and professional goals. Today, Old National's Fort Wayne Region President shares those early experiences, and the wisdom he has gained since, as a mentor to young business professionals in the Fort Wayne area.

Bontrager said he tries to instill in his mentees the importance of choosing both a career and an organization that truly reflects their values. "The culture of an organization is so important," he said.

Bontrager says what he values most about the Old National culture is the spirit of inclusion and hands-on education. "I've seen it lived out in the way associates treat one another and in the organization's commitment to mentoring," he said. "That's important to me."

- **In 2014, Old National associates devoted 2,539 hours in support of mentoring and mentoring organizations.**
- **Another 5,273 hours were donated to coaching young people in various sports and activities.**

## FOCUS ON

## Sustainability

Old National recognizes our responsibility to effectively manage our social, cultural and economic resources in partnership with our associates, clients, vendors and communities. We seek to accomplish this by continually examining our organizational practices and our role in cultivating strong and sustainable communities, now and for future generations.

### However you measure it, 2014 was a step forward on the path to sustainability

Old National's 2014 journey to becoming a more sustainability-focused organization can be summed up in two words: reduction and measurement.

The former refers to ongoing efforts to reduce energy usage through facilities improvements, reduce electronic waste through equipment donations, and reduce paper consumption through the implementation of a new enterprise imaging system.

The latter references efforts made over the past several months to more effectively track and measure sustainability initiatives.

"We do a great job of supporting and investing in sustainability initiatives," said Old National Sustainability Director Janet Baas. "What we haven't been as good at historically is measuring those efforts. That's something we're focused on improving."

With help from Old National's Financial Planning and Information Technology departments, Baas established detailed cultural, economic and social sustainability metrics. They were then filtered into a new Sustainability Scorecard that will be housed on the company's intranet site.

Also added to the Old National intranet was a Sustainability Resource Center with tips, ideas and best practices for associates and their families.

One of those 2014 success stories was the implementation of a digital imaging system. While this system is an important step

forward, there is still work to be done says Jim Parker, manager of enterprise content management solutions for Old National.

"Many of the documents we're now imaging were originally printed in-house, so the next challenge is finding ways to eliminate printing those forms altogether," he said. "One of the main reasons for printing documents is the need for a signature, and we're working to address that."

In other words, electronic documents that require a client signature demand an electronic method for capturing that signature. One of Old National's major initiatives for 2015 is the addition of a new state-of-the-art account opening platform in its banking centers, which will include electronic signature pads.

"As a community bank, we recognize that the sustainability of our communities and our environment is critical to our success," said Old National's Chief Community Relations and Social Responsibility Officer Kathy Schoettlin. "We made some excellent strides in 2014, and we're committed to becoming an even more sustainability-focused institution in the months and years to come."



One Community.  
One Earth.  
OLD NATIONAL BANK



More than \$200,000 given by Old National in 2014 to sustainability initiatives

Continued shift from traditional lighting to LED lighting in Old National facilities



Environmentally focused enhancements to Evansville Operations facility equated to taking 312 gas-powered cars off the road

Implementation of enterprise imaging system, allowing for less printed paper

Elimination of thousands of pages of paper reports in Old National banking centers



Internally focused "turn off the lights" initiative in Old National facilities aimed at reducing energy usage



Old National IT Asset Manager Dan Nord shows NEW President and CEO Michael Tyson how to use a piece of donated electronic equipment. (Inset) Old National associate Pam Meade helps transport some of the equipment that was donated to NEW.



- Approximately 1,500 units of electronic equipment donated in 2014 for an in-kind dollar value of nearly \$270,000
- Equipment was donated to 24 agencies, some of which redeployed the equipment to additional organizations within their communities
- 93% of Old National associates now receive monthly eStatements vs. paper statements

## Dozens of organizations benefit from equipment donations

How do you make an incredibly successful equipment donation program even more successful? If you're Old National Bank, you look for agencies with the contacts and distribution network to match donated assets with organizations in need.

In 2013, Old National donated approximately 500 units of lightly-used electronic equipment, valued at nearly \$80,000, to not-for-profits throughout its footprint. In most cases, the same organization receiving the donation also benefitted from the use of the equipment.

Under the leadership of IT Asset Manager Dan Nord, the company tripled its donations in 2014, redeploying 1,500 lightly used units, valued at almost \$270,000, to 24 recipients. Several of these recipients were agencies that in turn worked to find additional organizations within their communities with a need for the equipment.

For example, in August Old National gave more than 150 units of lightly used equipment that was left over from its partnership with Ann Arbor-based United Bank & Trust to an Ann Arbor agency known as NEW (Nonprofit Enterprise at Work). The agency provides consultation, education, support and resources to nearly 200 nonprofit organizations throughout Central and Eastern Michigan.

### **"It's like Christmas for them"**

Since August, NEW has matched the desktop computers, laptops, printers and copy machines donated by Old National with 15 organizations within a 20-mile-radius of Ann Arbor. One of those was Detroit's Homes for Black Children agency, which was operating on typewriters before NEW stepped in and replaced the old machines with computer equipment donated by Old National.

"When we can partner with agencies like NEW that have the relationships and the distribution network to deliver the assets within their communities, everyone wins," said Nord. "It allows us to meet the needs of far more organizations than would otherwise be possible."

All computer donations consist of modern, Windows 7-compatible equipment, and every hard drive is wiped clean of data.

NEW President and CEO Michael Tyson said that technology is the most under-funded area for non-profits. "For non-profits to receive donations such as this...it's like Christmas for them," he said. "I cannot express the gratitude and appreciation we have for Old National and how they stepped up to the plate with this donation."

## Historic building receives energy efficient enhancements

It was 1925 when Sears chose downtown Evansville, Ind., as the location for its first retail store. At the time, any discussions about “green building” would have been limited to paint color.

Old National moved into the building once occupied by Sears in the early '90s. And in 2014, the company took steps to make this historic facility more environmentally sustainable and energy efficient.

“Whenever you occupy a building of this size that was constructed that long ago, it’s going to pose some challenges with regard to energy efficiency,” said Old National Tax and Real Estate Manager Doug Gregurich. “We’re very pleased with the enhancements we were able to make.”

In the fall of 2014, Old National completed an economizer project at the building, which is home to members of its Information Technology and Operations departments. In addition to installing an economizer, new ductwork and vents were installed to allow greater outside airflow into the building. Carbon dioxide detectors were also added to determine when additional fresh air is needed.



These two photos, one taken in the 1960s and the other in 2015, show the same building from the same downtown Evansville street corner. Once the first Sears retail store in the nation, it is now an Old National facility.

As a result of these changes, Gregurich expects an annual energy savings of \$45,000 to \$70,000 a year.

In addition, Old National completed its 2014 goal of placing an energy-efficient programmable thermostat in every banking center and adding carbon dioxide detectors in all offices with gas furnaces. The company also continues to transition to LED lighting in all facilities.

- **As a result of modifications to Old National’s Evansville facilities, more than 5,300 metric tons of CO2 emissions were avoided in 2014 - the equivalent of taking 312 gas-powered cars off the road.**

## Grow Michigan fund helping fuel sustainable business growth

In 2014, Old National completed a partnership with Ann Arbor, Michigan-based United Bank & Trust, effectively doubling its presence in the state. And even before the partnership had closed and United branches became Old National banking centers, Old National was already working to identify opportunities to invest in economic development and community sustainability initiatives in its new Central Michigan region.

Thankfully for small business owners in the region, Old National found a willing partner in Jackson, Mich.-based “Grow Michigan,” an initiative created to provide attractively priced, highly efficient and complimentary growth capital to Michigan’s small business community.

Old National is one of 19 Class A investors in the fund, having contributed \$5 million that can be used to fund business ventures that might otherwise fall through the cracks due to lack of traditional bank financing.



## Old National supports Bedford, Ind. revitalization

With assistance from the Old National Bank Foundation, history is being made – and preserved – in Bedford, Ind. In 2014, Old National partnered with Hoosier Uplands Economic Development Corporation to support the creation of Stonecutters Place in downtown Bedford.

Construction on Stonecutters Place, a senior apartment community consisting of 30 units, began in 2014. In celebration of Bedford’s rich history, and with sustainability in mind, the project involves the adaptive re-use of a historic carriage house building.

Old National has assisted with the project in several ways. As a member partner of the Federal Home Loan Bank of Indianapolis, the company sponsored the Hoosier Uplands application for an Affordable Housing Program subsidy. Secondly, the Old National Bank Foundation awarded Hoosier Uplands a grant to support the initiative. And lastly, Old National is supporting the project with a construction loan.

“Stonecutters Place is a prominent addition to the Bedford community, while fulfilling a real housing need for seniors.” said Susan Johnson, Old National commercial relationship manager in Bedford. “The new construction activity in downtown is making dramatic improvements to the streetscape, and Old National’s involvement has been instrumental.”

INTEGRITY

TEAMWORK

LEADERSHIP

COMMUNITY

RESPONSIBILITY WITH ACCOUNTABILITY

BIAS FOR ACTION

EXCELLENCE

DIVERSITY & INCLUSION



Visit [www.oldnational.com/community](http://www.oldnational.com/community) to learn about the Old National Bank Foundation, including how to apply for a Foundation grant or sponsorship, and also to view a complete list of our 2014 grant recipients and sponsorship partners.

Also at [www.oldnational.com/community](http://www.oldnational.com/community), view our 2014 associate volunteer honor roll.

