

INTEGRITY

TEAMWORK

LEADERSHIP

COMMUNITY

# OUR VALUES IN ACTION

RESPONSIBILITY WITH ACCOUNTABILITY

BIAS FOR ACTION

EXCELLENCE

DIVERSITY & INCLUSION

Community & Social Responsibility Report 2013



## OUR VALUES IN ACTION

### Defining Community & Social Responsibility



Bob Jones

What does it mean to be a community-focused, socially responsible company? At Old National, we believe the answer lies in the last five words of our Community & Social Responsibility mission statement:

*Old National is a socially responsible community bank that is deeply committed to serving clients and shareholders, empowering associate growth and strengthening the communities in which we live and work by **putting our values into action.***

We believe this active commitment to living out our organizational values, both within the walls of our buildings and in the communities we serve, is the true definition of community and social responsibility. This is why we chose to feature our values on the cover of this, our first Community & Social Responsibility Report. It's also why our theme for this report is "Our Values in Action."

For the past several years, Old National has published an annual Community Investment Report with an emphasis on our corporate sponsorships, Foundation grant awards and commitment to associate volunteerism. You'll notice similar, community-focused content in this report.

What you'll also find in this publication is information about Old National's focus on ethics, risk management, corporate governance, and sustainability. We hope that you enjoy this expanded, new format.

Most importantly, we hope that what comes across in this Community & Social Responsibility Report is Old National's commitment to putting our values into action, day in and day out, in service of our clients, communities, associates and shareholders.

Sincerely,

Bob Jones  
Old National President and CEO



### Striving for results that defy categorization



Kelly Stanley

As chair of Old National's Community and Social Responsibility committee, I've come to realize that not all community and social responsibility initiatives can be neatly categorized. For instance, an organization might introduce a program focused on improving environmental sustainability only to find that the results also strengthen its communities and improve employee morale and engagement.

For an example of such a category-defying initiative, I encourage you to read the feature on page 13 of this publication about Old National's donations of electronic equipment to non-profits within its footprint. While certainly this program demonstrates a commitment to sustainability, it also speaks to a strong support for community organizations and the families and individuals they serve.

Another great illustration is the addition of Diversity & Inclusion to Old National's values (see page 9), which was a strong focus of the Community and Social Responsibility committee during 2013. Championing and embracing a truly diverse and inclusive work environment not only enriches an organization's culture, it enhances the ability to connect with, and effectively serve, clients and communities.

In the end, it matters little how we categorize community and social responsibility initiatives. What does matter is the positive results these initiatives generate for Old National and its stakeholders.

Sincerely,

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

## 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.

“Jeff has worked diligently with our leadership team and the Board to shape and establish corporate governance policies and procedures that are on the leading edge of our industry,” said Old National President and CEO Bob Jones. “We are in a position of strength today because of his vision and execution.”

Among the corporate governance initiatives instituted at Old National are:

- > 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 five consecutive years (see story on page 4)

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

Equally noteworthy is Old National’s **ISS QuickScore**, which measures a company’s adherence to corporate governance standards. Old National is one of just three banks in its peer group to have earned a “1,” which is the best possible 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 “1” with third-party validation

Executive compensation tied to shareholder value

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

**NDAQ**  
**NASDAQ**  
 LISTED

## Award-winning ethics program centers on 'doing the right things'

In the summer of 2008, Old National President and CEO Bob Jones approached Chief Audit Executive Dick Dubé about also becoming Old National's first Ethics Officer. Looking back, Dubé said his first thought after saying yes to his boss was, "Ok, what do I do now?"

"Being in internal auditing, I was well aware that we had a code of ethics that we operated by," said Dubé. "But to be perfectly honest, I didn't know exactly what an Ethics Officer did."

So Dubé started studying other ethically-driven organizations. And in September 2008, he attended an Ethics and Compliance Officer Association (ECO) conference where he says he learned how to lay the groundwork for Old National's ethics program.

Today the program is recognized as a benchmark, and not just within the financial industry. In April 2014, Old National was named one of the World's Most Ethical Companies™ by the Ethisphere Institute for the third consecutive year.

Old National remains the only U.S. financial institution to have earned World's Most Ethical™ status.

"Old National continues to exhibit the attributes of a dedicated, best-practices ethics and compliance program," explains Michael Byrne of Ethisphere, which is an international think-tank dedicated to the advancement and sharing of best practices in business ethics, corporate social responsibility and sustainability.

Old National has also received Ethics Inside™ Certification from Ethisphere for each of the past five years. This certification signifies that a company possesses a strong internal culture and institutional history of ethical and compliant behavior.

Dubé pointed out that having a strong ethics program requires collaboration from many individuals and departments within an organization, namely the Risk, Human Resources, Internal Audit and Compliance teams. He also mentioned that "tone at the top" is incredibly important.



Under the leadership of Chief Ethics Officer Dick Dubé, Old National has been named one of the World's Most Ethical™ companies by the Ethisphere Institute for three consecutive years (2012-14). He is seen here with the WME awards for 2012 and 2013.

"Our CEO, executive leaders and our Board of Directors all work closely together to set the tone for how important ethics is within our organization," said Dubé.

Another key is the independence of the ethics function. In both his role as Ethics Officer and Chief Audit Executive, Dubé reports directly to Old National Board Member and Audit Committee Board Chair Andy Goebel.

Goebel said Bob Jones's decision back in 2008 to tap Dubé as the company's first Ethics Officer "just made a lot of sense."

"The idea of selecting the Chief Audit Officer to lead, and the idea of striving to be recognized as one of the world's most ethical organizations, I think that set the framework for what Old National's focus on ethics needed to look like."

"It's about doing the right things," Dubé added. "When we do that, day in and day out, it benefits every single one of our stakeholders."

You can view our Code of Conduct at [www.oldnational.com/community](http://www.oldnational.com/community)



Chief Ethics Officer appointed in 2008



Overall 2013 WME score was 10.2% higher than the average of all other 2013 recipients



Annual affirmation of Code of Conduct for all associates

Mandatory annual ethics training for all associates

Confidential ethics hotline available to all associates

## Strong Risk Management provides the framework for continuous improvement

How important to Old National is managing risk? So much so that strengthening the risk profile is one of the company's primary strategic imperatives.

Strong, enterprise-wide Risk Management has been an Old National focus for years, as evidenced by the decision to create an independent Chief Risk Officer position. Candice Rickard, who has served Old National in this capacity since 2006, says maintaining a safe and sound risk culture in today's challenging risk climate requires a vigilant, pro-active approach.

"Because risks are constantly evolving and emerging, Old National's Enterprise Risk Management is continually evolving as well," she said. "As Old National moves past the \$10 billion asset mark, which is the threshold for a number of increased compliance measures under the Dodd-Frank Wall Street Reform and Consumer Protection Act, pro-actively managing risk will become even more important to maintaining and achieving our strategic objectives and increasing shareholder value."

Old National's strategy for managing risk includes internal training and development, creating improved peer channels for monitoring emerging and evolving risks, conducting stress testing and maintaining a highly disciplined and proactive approach to regulatory compliance issues. All of these

measures are taken with the company's strong risk governance framework in mind. It encompasses the following risk categories: operational, market, liquidity, capital adequacy, interest rate, credit, compliance, legal, strategic, financial, and reputational.

As the leader of Old National's Risk Management efforts, Rickard reports directly and independently to Old National's Enterprise Risk Committee Chair Linda White and administratively to President and CEO Bob Jones. The Board-level Enterprise Risk Committee operates under a formal, written charter that was approved by Old National's Board of Directors.

"Risk management is about trust, honor and integrity," said White. "These are our strongest risk management tools."

Rickard said the biggest Risk Management evolution for Old National in 2013 was the creation of an enterprise-wide Risk Appetite Statement, which provides the framework for continuous risk management improvement and allows the company to use capital as effectively as possible.

"Our risk appetite statement is aspirational," she explained. "It defines who we want to be as a community bank and helps ensure the best use of capital for the benefit of our shareholders."



Leaders of Old National's Risk Management team gather for a meeting at the company's headquarters in Evansville, Ind. Pictured from left to right are Loan Review Manager Kathie Long, Compliance Director Tony Aylsworth, Financial Intelligence Unit Director Denise Rexing, Chief Risk Officer Candi Rickard and Operational Risk Director Stephanie White.



### Old National's Enterprise Risk Management Scorecard

- ✓ 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

**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 no stranger to service

“The best of both worlds.” That’s how Terre Haute, Ind., native Joe Kenworthy describes the balance he enjoys between his career as an Old National Insurance account executive and his volunteer service to Honey Creek Fire & Rescue and the Vigo County Sheriff’s Reserve.

In 2013, Kenworthy logged more than 720 total volunteer hours, earning him the honor of being Old National’s Wayne Henning Volunteer of the Year. The award is given annually to the Old National associate who best exemplifies the meaning of community care and involvement.

Kenworthy has been a member of Honey Creek Fire & Rescue for nearly 40 years. He is a previous firefighter of the year.

He has served as a Vigo County Sheriff’s Reserve Deputy for 20 years, earning two Meritorious Sheriff’s Commendations in the line of duty and one Sheriff’s Award for “service above and beyond.”

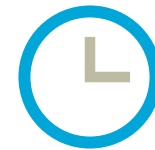
Kenworthy said it’s not unusual to respond to multiple fire alarms in a single day. He said he feels fortunate to have the flexibility and support of Old National, which encourages and empowers him to fulfill his volunteer duties.



Joe Kenworthy

While Kenworthy said he was “absolutely blown away” to be named Old National Volunteer of the Year, he isn’t motivated by recognition. “I really prefer to fly under the radar,” he said. “I’m fortunate to have a ‘hobby’ that helps people, and I really enjoy that.”

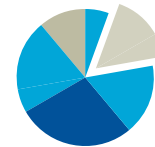
For a list of 2013 Old National volunteers, visit [www.oldnational.com/community](http://www.oldnational.com/community)



**94,005**

2013 Total Associate Volunteer Hours

Half a million volunteer hours donated by Old National associates since 2006



**\$3,230,667**

2013 Total Grants & Sponsorships



**\$655,157**

2013 Total Corporate and Associate United Way Contribution



Named 2013 volunteer program of the year by VolunteerMatch

## Old National makes hands-on commitment to teaching financial education

You're never too old or too young to learn. This is certainly the case when it comes to financial education, which is a significant focus of Old National's community engagement efforts.

While several Old National associates devote time to teaching financial literacy throughout the year, our Financial Empowerment Officer Ben Joergens focuses on this community need on a daily basis. As part of Old National's Community Development Banking team, Joergens works daily to cultivate partnerships, research and develop curricula and teach classes on personal financial management to children and adults of all ages.

"Unfortunately, personal finance is a subject most schools can't fit into their curriculum," said Joergens. "That's why it's important that we partner with organizations like Junior Achievement and the Girl Scouts to bring programs to students and introduce them to money management as well as global economics."

Old National recently partnered with the Henderson County (Ky.) Detention Center to bring a financial literacy program to female inmates who have been incarcerated for substance abuse-related crimes. The 12-week program encompasses a variety of important personal finance topics.

"We believe in rehabilitating the whole person and financial education is an important component of that. This program helps these women learn about money management in a comfortable and safe environment," said Roslyn Jackson, substance abuse counselor at the Detention Center. "Learning and understanding the basics brings them hope and empowers them to break the cycle. Old National is helping us help them."

In addition, Old National associates helped develop the financial education curriculum in use by "Bank On" partners throughout many Old National communities. The Bank On program provides mainstream financial services, as well as basic knowledge, to those who would not otherwise have a banking relationship.

"The need for financial education far exceeds what we alone can provide," explained Kathy Schoettlin, Old National's Chief Community Relations and Social Responsibility Officer. "Ben does a great job of developing partnerships, recruiting volunteers and supplying others with the tools they need to teach, so we can share the knowledge and spread our resources as widely as possible."



Financial Empowerment Officer Ben Joergens shares smart financial management strategies with female inmates at the Henderson County Detention Center in Henderson, Ky.

Another example of Old National's partnership approach to financial literacy is **Realityopolis**. Created by Old National in conjunction with the Girl Scouts of Southwest Indiana, it's an interactive, hands-on game that helps students develop financial knowledge in a fun way.

Realityopolis players draw cards to determine their job, income, marital status, family size and more. They then work their way through stations, making financial decisions as they buy a car and home, visit the grocery, pay for taxes and insurance, select a wardrobe and more.

"It can be an eye-opening experience for the students," Joergens explained. "Sometimes you can almost see the light bulb come on when they realize how money applies to real life."

## '100 Men' events surpass \$1 million raised

Whoever said too many chefs spoil the broth? When it comes to 100 Men Who Cook, the more chefs the better! This unique community fundraiser has become an Old National signature event with seven different markets hosting the benefit since 2009 and two more planning to join in 2014.

At the 100 Men events, local celebrity chefs prepare their favorite recipes for guests to sample and enjoy.

In 2013, Old National's event in Terre Haute, Ind., marked an impressive milestone. With the \$125,000 raised, we surpassed the \$1 million mark in funds generated by our 100 Men events. Since 2009, a total of 22 events in Bloomington, Evansville, Lafayette, Muncie and Terre Haute, Ind., and Carbondale, Ill., and Danville, Ill., have raised more than \$1.5 million for 15 different charitable organizations.

"The success that these 100 Men Who Cook events have achieved in Terre Haute and our other communities is incredible," said Dan Doan, Old National's Northern Region CEO. "I have participated in a lot of fundraising events in many different markets, but nothing really compares to this. And I am so proud that Old National has taken the lead on what has become an important fundraising staple in many communities."



Old National associates in Batesville, Ind. pose with the coats they collected during a 2013 community coat drive.

## 'Heart-warming' coat drive brings associates together

Coming together in support of communities is something Old National associates do on a daily basis.

A prime example of this giving spirit occurred this past winter at our Batesville, Ind., banking center where associates partnered with the local fire department to host a community coat drive.

After coats were collected at the banking center for nearly six months, associates washed the coats and sorted them by size at the fire station.

"Everyone was very appreciative of what we were doing. We were thanked over and over as we worked hands-on with everyone, finding them what they needed," said Kelly Caudill, Banking Center Assistant Manager. "It was a heart-warming experience that I was proud to be a part of."



Old National associates who are also cancer survivors gather for a photo with their family members at ONB's first corporate Relay for Life.

## ONB's first corporate Relay for Life raises \$40,000!



Old National hosted our first corporate Relay for Life in Evansville in 2013. Associates came out in force to raise money and awareness in the fight against cancer.

A total of 22 teams and more than 300 Old National associates registered for the event, with teams holding a variety of fundraising activities leading up to Relay day. Some sold popcorn, peeler cards and sack lunches while others held silent auctions. In the end, Old National associates raised \$40,000 for this important cause.

"Old National Bank was selected to host only the second corporate Relay For Life event in the state of Indiana because of their exceptional commitment to the community," said Autumnne Baker, American Cancer Society community representative.

"They definitely did not disappoint!"



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.

Old National raises the bar on diversity and inclusion

For many years, Old National has championed diversity and inclusion in the workplace and within its communities. In 2013, we raised the bar even higher by introducing Danyelle Granger as Old National's first Director of Diversity and Inclusion, and by officially adding Diversity & Inclusion to our organizational values.

"This decision underscores our commitment to fostering a diverse and inclusive company where differences of thought, race, gender, age, ethnicity and more are valued and embraced," said Granger. "It's no exaggeration to suggest that our values define Old National as a community bank, and I'm excited that diversity and inclusion is now part of that definition."



Danyelle Granger

Old National celebrated the addition of Diversity & Inclusion as a value by launching a special Intranet site where associates can test their diversity knowledge, explore a variety of resources and share their personal "Diversity Minute" stories. "The Intranet site has been a real success," said Granger. "It's helping our associates increase their cultural competency."

Military resource group serves as center of understanding

As part of Old National's commitment to supporting active military members and veterans, we launched a Military Veteran Resource Group (MVRG) in 2013. The MVRG was created to serve as a center of understanding for Old National associates by highlighting and celebrating the unique contributions and traits of veterans and active duty military members.

"Throughout 2013, the MVRG Steering Committee planned and executed several successful events that contributed to Old National's significant commitment to our service members and veterans," said Michael Collins, Old National operations specialist and MVRG president. "We are excited to get even more associates involved in 2014 who are interested in supporting our military service members."



Added Diversity & Inclusion as an organizational value in 2013

Old National volunteers served more than 2,000 organizations in 2013

11,730 hours served on community boards and advisory committees

In annual survey of associates, 96% say they will "go the extra mile to help this organization succeed"



Earned the 2013 and 2014 Work-Life Seal of Distinction

Leadership development available at all career levels



In-house training department

## ONB Ambassador program streamlines conversion and integration for associates and clients

When Sheila Alexander experienced her first bank conversion 25 years ago, the management team from the acquiring bank gave her an empty box and a blueprint of her new office building.

“I was number 27,” said Alexander, now an Old National banking center manager in Fort Wayne, Ind. “I took my box of belongings and settled into my new home. That was it.”

As an ONB Ambassador, Alexander is making sure new Old National associates receive a far warmer welcome. Unveiled in 2007, the program pairs Old National banking center managers with managers from acquired banks to help ease the transition process.

“The job of our ambassadors is to lend their experience and expertise to help our new associates understand the activities that occur during the merger and conversion processes,” explained Julie Williams, Old National’s Chief Administrative Officer. “By creating a smoother experience for our new associates, the ambassadors are also helping to create a smooth and seamless transition for our clients.”

Christina Matthews, an Old National banking center manager in Bloomington, Ind., is a veteran of the program. Her first assignment was in 2009, when Old National acquired several banking centers from Charter One Financial.

“It was a lot of fun,” Matthews said. “Afterwards I thought, ‘I’m good at that; I can do that again.’”

In 2013, Matthews served as an ambassador for the fourth time, as part of Old National’s acquisition of Bank of America branches in Northern Indiana and Southern Michigan. She was the lead ambassador for a small group that assisted the Bank of America team in Paw Paw, Mich.



Banking center managers Christina Matthews and Sheila Alexander say their experiences as ONB Ambassadors have helped them grow as managers.

Linda Tyria was the Bank of America manager in Paw Paw during the conversion process and is now the Old National banking center manager there. She admits she was nervous leading up to the conversion and integration.

“I was thinking, ‘What are we getting into?’” Tyria recalled. “But Chris and her team made it easy. They made sure we understood the process.”

At the conclusion of each conversion and integration, the Old National management team meets with ambassadors to discuss how the program might be improved. For example, after the Monroe Bancorp integration in 2011, additional ambassadors were added to each converting office. As the

conversion date approaches, each new banking center is also assigned Operational Ambassadors who work from detailed checklists throughout the conversion and integration to confirm that all tasks are completed correctly and in a timely manner.

Matthews said serving as an ambassador has helped her become a better banking center manager. “It’s taught me how to step back and let others lead,” she said.

Alexander defines the process as “a huge commitment, but an incredible growth experience. You walk away with an appreciation for the community and with a whole new group of family members,” she said.

## Leadership development available to all Old National associates

Old National's approach to leadership development can best be described as all-inclusive.

"It's available to every Old National associate, at every level, who has a desire for personal and professional growth," explains the company's Chief Human Resources Officer Kendra Vanzo.

Examples include online assessment tools, leadership development book lists and leadership webinars and online courses.

Another leadership development opportunity available to all associates is DRIVE (Diversity Resource Initiative Via Engagement). Led by a multicultural group of associates, the DRIVE initiative focuses on professional development, networking and relationship building, and employee engagement.

Other programs and curricula at Old National are geared for associates in one of five categories. These are:

**Entry-Level:** Old National's Career Track program gives entry-level associates a chance to develop transferable skills and knowledge, enhance their internal network and gain exposure to senior management.

**First Line Leaders:** Leadership Academy is designed for first-line leaders. Participants gain skills and knowledge applicable to current and future leadership positions, and become recognized as certified Old National leaders.

**Mid-Level Leaders:** The Emerging Leaders program is for associates with the potential to assume a more advanced role. Through a mentoring relationship with a senior Old National leader, each participant strives to enhance his or her leadership skills.

**High Potentials:** The ONB-Butler (University) Leadership Development Program is a highly specialized executive education

program designed to expand the skill set and leadership abilities of high potentials. The program covers leadership styles, strategic thinking, change management and more.

**Executive Leaders:** Old National executives participate in the company's Executive Development Review process, and Executive Leadership Group members are mentored by Old National Corporate Board members or other highly experienced executives.

This multi-faceted approach to leadership development is crucial to Old National's continued growth as a community bank, says Vanzo.

"We firmly believe that associates who become invested in and equipped to lead within their communities end up being better positioned for success within Old National, and in their personal lives," she said.

## Old National's One Vision winner greets every day with a grin

It only takes a few minutes with Wadean Booker to understand why she was honored as Old National's 2013 One Vision CEO Award winner. Often the first person customers encounter when visiting Old National's University Avenue banking center in Carbondale, Ill., she greets everyone with a smile so radiant Old National President and CEO Bob Jones has nicknamed her "Sunshine."

Booker is especially popular with the international students who attend nearby Southern Illinois University. The students pour into the banking center between classes to chat with Booker, who helps them manage their accounts while also serving as a mother figure to many.

"They come to Wadean for their banking needs and questions, but they also come to her with all of their questions about living in the United States and how to handle various situations," said Shane Carsrud, manager of the University Avenue banking center.

Booker is also active in the Carbondale community, offering her support to Relay for Life, the Arthritis Foundation and St. Jude Children's Research Hospital.

Old National's annual CEO Award honors the associate who best exemplifies our organizational values. When asked to share the key to her longevity and success at Old National, Booker responded, "I've been fortunate to be surrounded by good people, and I always keep grinning."



Wadean Booker

## 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.

### New Sustainability Director helping chart Old National's course

Old National Sustainability Director Janet Baas is a major proponent of "green" initiatives. In fact, she is the founder of Old National's ONE Earth committee, which is focused on building environmental consciousness.



Yet Baas is also quick to point out that Old National's approach to sustainability is not limited to environmental concerns. "Being green is certainly important, but sustainability is about something even greater," she said. "Our focus and intent at Old National is to help strengthen our organization and other organizations through partnerships, sponsorships, financial literacy and associate volunteerism."

Formerly holding the title of Old National Bank Foundation President, Baas was appointed Sustainability Director & Foundation President in the fall of 2013 by Chief Community Relations and Social Responsibility Officer Kathy Schoettlin. The Foundation, which Baas and her team still lead, now falls under the Sustainability department umbrella.

"Our Foundation and its ability to strengthen lives and improve communities is such a critical component of our organizational approach to sustainability," explained Schoettlin. "This is why Janet, with her extensive Foundation expertise and passion for community, was the obvious candidate to lead our sustainability efforts."

Baas has assembled a team of Old National leaders that began meeting in late 2013. She said the team has developed a sustainability mission statement:

*Sustainability at Old National embodies our corporate commitment to responsible management of our social, cultural and economic resources in partnership with our associates, clients, vendors and communities.*

"The next step, which we have already begun, is to determine how best to measure our progress," said Baas. "We are focused on measurable outcomes."



Janet Baas



\$65,000 given by Old National in 2013 to sustainability-related initiatives

Ongoing shift from traditional lighting to LED lighting in Old National facilities and signage

Environmentally focused enhancements to facilities in Evansville, Ind., equated to taking 321 gas-powered cars off the road in 2013

Sustainability initiatives at Old National can be grouped into three main categories:

**Social sustainability.** Current initiatives include associate mentoring, donations of physical assets and financial education and literacy efforts.

**Cultural sustainability.** This includes empowering associate volunteerism, strong employee development initiatives and our diversity and inclusion efforts.

**Economic sustainability.** This encompasses our commitment to corporate governance and responsible utilization of resources, including paper and utility conservation, and supply and process efficiencies.

Internal sustainability goals for 2014 include an enterprise-wide imaging solution, an expansion of recycling efforts, continued reduction of utilities usage, and ongoing associate education and awareness. A major external focus is on more closely aligning the goals of the Foundation with Old National's sustainability mission.



Tammy Petry, a former Career Development Center student and current staff member at the Evansville Association for the Blind (EAB) in Evansville, Ind., shares a document on her computer screen with Old National IT Asset Manager Dan Nord and EAB Director Karla Horrell. In 2013, Old National donated 40 computers, along with other related electronic items, to the EAB.

## Equipment donations helping non-profits improve operational, energy efficiency

Karla Horrell points to a bulky, decades-old CRT computer monitor sitting atop a desk in her Evansville, Ind., office. “Before Old National came along, all of our computers basically looked like that one,” said the long-time executive director for the Evansville Association for the Blind (EAB).

In March 2013, Old National IT Asset Manager Dan Nord met with Horrell to assess the EAB’s computer needs and determine whether the organization could benefit from a donation of lightly-used and far more modern equipment. Old National ended up giving 40 computers to the EAB, all with large, modern LCD monitors. Additional printers, copiers, carts and other IT supplies were also provided.

This donation was part of an ongoing initiative developed and led by Nord and his team in Old National’s Information Technology department. In 2013, Old National donated nearly 500 electronic units that otherwise would have gone to E-Waste; another 475 items were already re-deployed to community organizations in the first three months of 2014.

“This is a big cultural shift for our organization,” said Nord. “We’ve been blessed, especially with our recent partnerships, to have a lot of really useful equipment that doesn’t quite fit our needs. We love seeing it put to use back in the community.”

All donations consist of modern, Windows 7-compatible equipment, and every hard drive is wiped clean of data before being delivered. Nord then works with the organization receiving the equipment, coaching them on how to acquire and install new software at a significant discount.

“We only donate modern, energy-efficient equipment, and we don’t mix and match brands or models,” Nord explained. “We want to help them develop standards so they can operate as efficiently as possible, and part of that is everyone within the organization having similar hardware and software.”

Nord said most of Old National’s donations are the result of word-of-mouth recommendations. “If I hear or know that an organization might be interested, I typically reach out to



Approximately 500 units of electronic equipment donated in 2013 for an in-kind dollar value of nearly \$80,000

Equipment donation initiative benefited 31 organizations in 2013

93% of Old National associates now receive monthly eStatements vs. paper statements

them,” he said. “Often we’ll start out talking about just a few computers, and as we talk I’ll discover they can actually use more equipment.”

While Nord prefers not to take personal credit for an initiative that bolsters sustainability while strengthening communities, Old National’s Chief Information Officer John Kamin is quick to point out that Nord is “the right guy for the job.”

“Dan is a very modest, team-focused person, but the fact is, he has an enormous passion for seeing this equipment put to use in our communities,” said Kamin. “He is the perfect champion for this initiative.”

“I am pretty passionate about it,” Nord conceded. “What we have essentially done is developed mature processes and shifted our focus so that every piece of equipment that we process gets utilized to its fullest. From an environmental sustainability standpoint and a community service standpoint, it’s the right thing to do.”

## Focus on energy-efficiency reaping significant rewards

Late in 2010, Old National Tax and Real Estate Manager Doug Gregurich took a close look at energy usage at Old National's office building at 123 Main Street in downtown Evansville, Ind. He knew there was room for improvement at this older facility just one block away from Old National's headquarters.

Throughout 2011 and 2012, Gregurich and his Facilities team worked steadily at 123 Main. The control system for the building's heating and air system was modified so that energy wasn't being wasted during non-working hours. Old, inefficient lighting was replaced and CO<sub>2</sub> detectors were installed.

The results of these modifications speak for themselves. In 2009, the 123 Main building used roughly 203,600 BTUs of energy. In 2013, BTU usage was down to 80,850 BTUs, for a cumulative cost savings since 2009 of more than \$246,000.

"To look at it another way, we avoided about 3,540 metric tons of CO<sub>2</sub> emissions in 2013 alone," said Gregurich. "That's the equivalent of taking 249 gas-powered cars off the road. That's pretty significant."

Not satisfied, the team started looking at potential enhancements to an adjacent parking garage. In December 2012, a new LED lighting system that uses motion detectors was installed.

For the full year 2013, the new garage lighting system resulted in 342 metric tons of CO<sub>2</sub> emissions saved, or the equivalent of 72 gas-powered cars taken off the road.

Gregurich said Old National is now planning significant enhancements to another older office building in downtown Evansville, which houses Old National's systems department. Another 2014 goal is to ensure that every banking center has a programmable thermostat.

Additionally, whenever new lighting is required in Old National's outdoor signage, LED lights are being used.

"Becoming more energy-efficient and sustainability-focused is a process, and it's something Old National is deeply committed to," said Gregurich. "We're determined to keep making improvements that benefit our communities, our environment and ultimately our bottom line."



Mark McCarty of Hokanson Companies, Inc., adjusts a CO<sub>2</sub> detector at Old National's 123 Main Street office building in Evansville, Ind. The detectors were installed as part of a series of enhancements that greatly reduced total energy usage at the facility.

## Michigan associates continuing community sustainability tradition

Old National expanded into Southern Michigan in 2013, welcoming a new group of associates who proved to be just as focused on community and sustainability as their Old National counterparts to the south. Formerly part of the Bank of America franchise, our new Michigan banking team has been participating in annual spring and fall community clean-up projects for several years.

In fall 2013, associates in Battle Creek, Mich., worked together to spruce up part of downtown Battle Creek, while our Kalamazoo, Mich., associates teamed up with some of their community partners to refresh the Douglass Community Center in Kalamazoo, along with the surrounding area.

Clean-up efforts also took place in Brooklyn and Adrian, Mich. Old National associates from our Adrian banking center teamed up to clean the emergency shelter in Adrian for Housing Help of Lenawee (County).

ONB Foundation  
helping teens keep  
Indianapolis beautiful



Since 2007, the Old National Bank Foundation has invested nearly \$30,000 (including \$5,000 in 2013) in Keep Indianapolis Beautiful, Inc.'s "Youth Tree Team." This seven-week summer program for Indianapolis-based high school students not only helps revitalize and maintain Indianapolis-area trees, it benefits at-risk students who use the program as a stepping stone into the workforce.

Youth Tree Team members learn about the importance of protecting the environment and improving their communities while also gaining critical leadership and team-building skills.

The 2013 grant award from the Old National Bank Foundation helped cover the costs of youth stipends, transportation costs, program supplies and training and enrichment activities.

## What Old National's commitment to community & social responsibility means to you, our stakeholders

At Old National, we pride ourselves on being a basic community bank committed to exceeding the expectations of our clients. We believe this unwavering focus on service will inevitably result in consistent, quality earnings for our shareholders.

We also recognize that being a strong, sustainable community bank means more than serving clients with expertise and efficiency. It also means working to strengthen and sustain the fabric and culture of every city and town that we serve through a constant commitment to community engagement, partnership and leadership.

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

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

While some might characterize this approach to community banking – and community and social responsibility – as old fashioned, we respectfully disagree. To us, it is a simple yet powerful way of doing business that has served Old National well for 180 years, and that will continue to benefit our shareholders, clients and communities well into the future.



**OLD NATIONAL**





## About Old National

Old National Bancorp is the largest financial services holding company headquartered in Indiana. With \$9.5 billion in assets, 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 Foundation, including how to apply for a Foundation grant, and also to view a complete list of our 2013 grant recipients.

Also at [www.oldnational.com/community](http://www.oldnational.com/community), view our 2013 associate volunteer honor roll along with a complete list of our 2013 sponsorship partners.

