

2015-2016



**OLD NATIONAL<sup>®</sup>**

*Your bank. For life.<sup>™</sup>*

**COMMUNITY & SOCIAL  
RESPONSIBILITY REPORT**

## Writing the Old National Story



Perhaps you've caught a glimpse of our 2016 television commercials featuring an Old National pen. This "traveling pen" symbolizes the journey Old National hopes to take with each of our clients, as we partner with them and continue to earn their trust and business at every important life stage.

You might say it's our goal to help our clients "write their story," every step of the way, as their full service financial partner. And much like our clients, Old National has a story that we are constantly working to write. It's a story about strengthening the communities we serve through sponsorships, grants and volunteerism; about working to be the most ethical and transparent community bank possible; about empowering our associates to grow personally, professionally and culturally; and about striving to be a sustainable and environmentally conscious organization.



**Bob Jones**

*Old National Bancorp  
Chairman and CEO*

**Becky Skillman**

*Old National Bancorp  
Lead Director*

The goal of our 2015-16 Community and Social Responsibility Report is to shed light on this story by demonstrating how Old National defines community banking. To us, it's about far more than dollars and cents. It's about an unwavering commitment to the values, principles and initiatives recorded within the pages of this publication.

### Corporate Governance

- First in peer group to require majority vote for directors and annual election of directors (2008)
- Maintain independence of all non-executive board members
- Institutional Shareholder Services (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
- Commitment to strong Internal Audit structure

### Risk Management

- Establishment of independent Chief Risk Officer (2005)
- Appropriate governance and organizational structures
- Strong stature of risk function within the organization
- Expertise and talent recruited, developed and retained within Enterprise Risk Management 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

#### On the Cover:

Old National associate Venishia Young-Smart teaches a financial education lesson to Evansville-Bosse High School student Cory Schmitt. Learn more about Old National's commitment to financial education on page 3.

## GOVERNANCE & 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.

**5<sup>th</sup>  
Consecutive  
Year**

2016  
**WORLD'S MOST  
ETHICAL  
COMPANIES<sup>®</sup>**  
WWW.ETHISPHERE.COM



**23,685**  
HOURS SPENT ON  
OPERATIONAL AUDITS



ETHICS INSIDE  
CERTIFICATION FOR  
**SEVEN**  
CONSECUTIVE YEARS

### Ethics

- Establishment of Chief Ethics Officer (2008)
- Named to the World's Most Ethical Company list by the Ethisphere Institute for five consecutive years
- Corporate culture and adherence to business ethics certified by Ethisphere Institute for seven consecutive years
- Annual affirmation of Code of Conduct and mandatory ethics training for all associates
- Confidential Ethics hotline

### Cybersecurity

- Cybersecurity controls in place to protect client, associate and company-sensitive information
- Strong cybersecurity board and executive oversight, including board committee focused solely on cybersecurity risks
- Cybersecurity Key Risk Indicators identified and monitored
- Cybersecurity program, frameworks and assessment tools maintained to identify, prevent and detect cyber risks, including cyber-attacks, information security or data breaches
- Incident management processes in place to respond and recover effectively
- Cybersecurity awareness training implemented for all associates
- Customer self-service channels updated to enhance security
- Multi-year cybersecurity roadmap in place



## COMMUNITY & VOLUNTEERISM

Throughout our more than 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 initiatives. This commitment to community serves as the cornerstone of our identity and helps define our mission and vision as a financial institution.



ASSOCIATES  
VOLUNTEERED  
**101,078**  
TOTAL HOURS IN 2015



ASSOCIATES HAVE  
DONATED MORE THAN  
**700,000**  
VOLUNTEER HOURS  
SINCE 2006

### Commitment to Volunteerism

Old National has been named VolunteerMatch volunteer program of the year for three consecutive years. Our associates volunteered 101,078 total hours in 2015.

*Old National 2015 Volunteer of the Year, Lois Hill, donates her time to Honor Flight of Southern Indiana, an organization that flies veterans to our nation's capital to visit memorials built to honor their service.*



### Old National associates encouraged to "Achieve Your Degree"

In 2015, Old National and Ivy Tech College partnered to form the "Achieve Your Degree" program. Nearly 60 associates enrolled for the Spring 2016 semester.



### Commitment to Financial Education

Old National earned two first-place American Bankers Association Community Commitment Awards for financial education. Our associates taught over 900 total sessions of financial education in 2015, reaching 17,000 people.

*Old National Financial Empowerment Officer Ben Joergens (left) and Chairman and CEO Bob Jones (right) pose for a photo with American Bankers Association President and CEO Rob Nichols at the ABA's 2015 annual conference in Los Angeles. Ben was recognized for his service to the community and the banking industry with the George Bailey Distinguished Service Award.*



ASSOCIATES TAUGHT OVER  
**900**  
SESSIONS  
OF FINANCIAL EDUCATION





Gail Brickler, who manages an Old National banking center in Lafayette, Ind., accompanies Maddyson Mullendore, Daniel Eastridge and Joey McLaughlin for the check presentation at the "100 Men Who Cook" event held in April 2016 in Lafayette, Ind. The theme of the event, which raised more than \$86,000 for the Lafayette Family YMCA's 4th Grade Initiative (or 4GI) program, was "Flashback to the 1960s," and many attendees sported outfits and hairstyles from that era.



### 100 Men Who Cook Surpasses \$3 Million

Since its start, the total amount raised from Old National's popular "100 Men Who Cook" events, where volunteer chefs prepare their favorite dishes, has topped \$3 million! Throughout our footprint, monies raised from these events have been used to fund the following philanthropic causes:

- Youth Education and Development - \$930,800
- Social Services - \$653,275
- Health and Wellness - \$423,100
- Mentoring - \$626,000
- Military - \$167,430
- Community Organizations - \$214,000

### 'Tools for Schools' Campaign is a Huge Success

- ✔ Nearly 19,000 items were collected allowing Old National to provide school supplies to 62 schools and organizations
- ✔ Over \$19,000 in ONB sponsorship grants were awarded to a total of 15 schools as part of a social media voting contest
- ✔ Contestants cast nearly 60,000 votes for over 6,200 schools in 1,171 cities



**\$5,061,807**  
IN TOTAL GRANTS  
& SPONSORSHIPS IN 2015



## OLD NATIONAL BANK® FOUNDATION

10 Years ▪ \$10 Million ▪ 1500 Partnerships

### Celebrating a Decade of Service

Since 2006, the Old National Bank Foundation has been strengthening communities and impacting families.



**\$10 MILLION**  
AWARDED IN GRANTS  
BY THE FOUNDATION  
OVER THE PAST DECADE



IN 2015, TOTAL CORPORATE &  
ASSOCIATE CONTRIBUTION

**\$753,662**

## DIVERSITY & INCLUSION

Old National respects, values and welcomes diversity in our workforce, clients, suppliers and marketplace. We seek to recognize the unique contribution each individual brings to our company, and we are fully committed to supporting a rich culture of diversity as a cornerstone to our success.



## DIVERSITY & INCLUSION

IS ONE OF OLD NATIONAL'S CORE ORGANIZATIONAL VALUES



# 29%

FEMALE & MINORITY MEMBERSHIP ON THE OLD NATIONAL BANCORP BOARD OF DIRECTORS

### Building Cultural Competence

Being an organization that values and models diversity and inclusion means helping associates build their cultural competence. In 2015, we did this in several ways:

#### INTERCULTURAL DEVELOPMENT INVENTORY (IDI)<sup>®</sup>

Nearly 100 associates completed the IDI, which measures an individual's core mindset regarding diversity and cultural differences.

#### PASSPORT TO INCLUSION

About 150 associates signed up for this self-development program, which challenges perceptions and increases cultural competence through experiential learning and resource materials.

#### LEADERSHIP DEVELOPMENT

Strengthening the cultural competence of our associates is part of the curriculum at every level of leadership development.

### Associate Resource Groups (ARGs)

At Old National, ARGs help create and foster an inclusive environment where different backgrounds, perspectives and experiences are shared and valued.



African American Business Resource Group (est. 2015)



TODOS - Latino Resource Group (est. 2015)



PRIDE - LBGT & Allies Resource Group (est. 2015)



Abilities First Associate Resource Group (est. 2015)



Military Veterans Resource Group (est. 2013)



Nexus Young Professionals (est. 2014)



# 260

ASSOCIATES HAVE REGISTERED FOR AN ASSOCIATE RESOURCE GROUP

### AchieveAbility Mentorship Program

Launched in 2015, this mentorship program connects senior-level Old National executives with aspiring young professionals with disabilities. Since its launch, 11 Old National executive leaders have been paired with a mentee.

## SUSTAINABILITY

Old National welcomes 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, sustainable communities, now and for future generations.

### Sustaining Communities through Equipment Donations

- ✓ More than 1,400 units of electronic equipment donated in 2015 for an in-kind dollar value of nearly \$190,200
- ✓ Equipment donated to 44 agencies, some of which redeployed the equipment to additional agencies
- ✓ Since 2013, more than 3,400 units of electronic equipment donated for an in-kind dollar value of nearly \$540,200



*Dan Nord, IT Asset Manager for Old National, examines some computer assets that are ready to be re-deployed as donations.*

### Significant Paper Reduction in Banking Centers

In 2015, Old National eliminated the printing of 14 daily branch reports — 4,100 pages per day! This equates to a \$16,000 per year savings in paper and toner costs.

### Sustainability-Focused Facilities Improvements

In 2015, Old National continued our ongoing shift from traditional lighting to LED lighting in our facilities and signage.

## DEFINING SUSTAINABILITY AT OLD NATIONAL

### SOCIAL SUSTAINABILITY

Mentoring, donations of physical assets and financial education.

### CULTURAL SUSTAINABILITY

Empowering associate volunteerism, career development and diversity and inclusion initiatives.

### ECONOMIC SUSTAINABILITY

Commitment to corporate governance, responsible utilization of resources and supply and process efficiencies.



REDUCED OVERALL PAPER COST\*  
IN 2015 BY NEARLY

**30%**



RECYCLED NEARLY  
**1.4 MILLION**  
SHEETS OF PAPER



PAPER REDUCTION  
IN BANKING CENTERS EQUATES TO

**1,325**  
TREES SAVED

\*COMPARED TO 2014

## Our Values

INTEGRITY

TEAMWORK

LEADERSHIP

COMMUNITY

RESPONSIBILITY WITH ACCOUNTABILITY

BIAS FOR ACTION

EXCELLENCE

DIVERSITY & INCLUSION



**OldNational.com**

CONNECT

