

ONB Impact Networks



Abilities First promotes an inclusive work environment by increasing awareness of the needs of those with disabilities and providing an educational forum on all forms of disabilities for all team members.



The **African American Impact Network** advances Old National's commitment to inclusion by providing a forum to support the professional development and retention of African American team members, attracting talent, driving business growth, and building partnerships in our communities.



The **Military Veterans Impact Network** is responsible for coordinating company-wide efforts to create sustainable programs for transitioning veterans, while providing team members who are veterans – and their family members and supporters – with education, resources, and networking opportunities.



PRIDE works to foster an environment that respects, welcomes, and supports lesbian, gay, bisexual, and transgender professionals, and allies by promoting awareness, education, and community collaboration.



TODOS focuses on developing, retaining, and attracting Hispanic and Latino team members, growth partnerships within the community, and increasing competitiveness in the fast-growing Hispanic market.



Women LEAD strives to cultivate an inclusive environment where all women thrive, and their unique contributions are valued and recognized as critical to the achievement of Old National's business objectives.



The **ONB Young Professionals Impact Network** engages, connects, empowers, and fosters the growth and development of young professional team members (18-40), while supporting generational diversity within Old National.

ONB Impact Networks are volunteer-based, team member led groups passionate about driving engagement, creating awareness of diverse backgrounds and experiences, and building a culture of inclusion across the organization. These groups play a critical role in the broader diversity, equity, and inclusion strategy.

ONB Impact Networks are open to ALL team members and provide an amazing opportunity to build cultural competency, learn about team member experiences different from our own, and forge strong relationships across the company.