

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Frost Brown Todd is fully committed to equality of opportunity in all aspects of employment including hiring, tenure, terms, conditions or privileges of employment or any matter directly or indirectly related to employment. It is the policy of Frost Brown Todd to provide equal employment opportunity and not to discriminate against employees and applicants for employment due to race, color, religion, national or ethnic origin, ancestry, military status, veteran status, age, gender, gender identity or expression, sexual orientation, genetic information, physical or mental disability or any other protected status.

It is everyone's responsibility to maintain a discrimination and harassment-free work atmosphere. If you have a complaint or concern about possible discrimination in connection with incidents you have experienced or of which you are aware, you are required to report such complaint or concern immediately.

Non-legal personnel must report any concern or complaint immediately to the Firm's Chief Operating Officer, Human Resources Department, a member of the Executive Committee or an EEO Representative listed below. Legal personnel must report any concern or complaint immediately to a member of the Advancement Committee, a member of the Executive Committee or an EEO Representative listed below. Reports will be investigated and, where appropriate, prompt corrective action will be taken.

Retaliation against an employee because of a report under this policy or because an employee has participated in an investigation under this policy is prohibited and will not be tolerated. Any suspected retaliation must also be immediately reported to the persons set forth above. Complaints of retaliation will be investigated and, where appropriate, may lead to disciplinary action up to and including dismissal.

EEO Representative: Kristin Hibbard, Human Resources Director
Location: Indianapolis, IN Office
Phone Number: 317-237-3838
Email: khibbard@fbtlaw.com

EEO Representative: Jill Burton, Chief Operating Officer
Location: Louisville, KY Office
Phone Number: 502-568-0351
Email: jburton@fbtlaw.com

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