

YOUR CAREER, OUR COMMITMENT

STRATEGIC. PROACTIVE. ENTREPRENEURIAL. DETERMINED. COMMUNITY-CENTERED. FAMILY-FOCUSED.

The world has changed quite a bit from the days when the firm was founded by three partners in 1954. While KMK has changed with the times in many important ways, we continue to pride ourselves on attracting the best and brightest legal talent in the region. We maintain our standard of excellence by recruiting and retaining individuals who embody the high personal and professional ideals of our firm.

CAMARADERIE. KMK strives to maintain a collegial, family-like work environment. We value the personal and professional contributions of every individual, and one of the many tenets of our firm is to instill mutual respect in our employees. We maintain a close-knit, supportive, and energetic environment. Our high retention rate and camaraderie support our delivery of top-quality service and excellent results for our clients.

Jim Burke, Partner and attorney at KMK since 1981: "Some of the most fun any senior lawyer has is when a young lawyer walks into our office and says, 'Hey, I've got a problem.' That's the most important thing, and frankly, that's the beauty of KMK in general -- interaction between lawyers, bouncing ideas off of people. I still ask other partners for advice on closing arguments, on case strategy. That is what makes practicing law at KMK fun, and that's the lifeblood of our firm: collaboration and congeniality."

INTEGRITY. At KMK, we are committed to serving each client with integrity and respect. Our attorneys take pride in thoroughly understanding each client's business. This personal investment allows them to provide the most appropriate advice.

John Muething, Founding Partner: "Ethics is a matter of our moral code, and it's not a matter of what you can learn, it's a matter of what you will do under given circumstances based upon what you believe is the right and moral thing to do."

WORK ETHIC. Timeliness and responsiveness are important commitments we make to clients. A sense of urgency is embedded in our culture. We continue to keep pace with the changing needs of our clients, working to anticipate change to compete in a dynamic business world.

Don Klekamp, Founding Partner and attorney with KMK since 1959: "I still say to the young associates, 'If you can't return a phone call within an hour, give it to me and I'll return it.'"

WORK-LIFE BALANCE. KMK recognizes that work-life balance is important to everyone. We realize non-traditional career paths may be more suitable in certain situations. KMK is committed to supporting a work-life balance for attorneys and staff that is interpreted on an individual basis.

Lisa Wintersheimer Michel, Partner, Board Member, and KMK attorney since 1988: "We believe in working hard, but we still have a good time at the office. We also believe in and support work-life balance. Going home to your family at night is a priority at KMK. We know it's important to have that balance."

INCLUSION AND DIVERSITY. We believe in developing and maintaining a diverse workforce. It is because of this commitment that we embrace the unique characteristics of all our lawyers and staff which ultimately fosters individual success as well as the success of our firm. Our goal is to continue to generate and preserve a diverse work environment that provides creativity, productivity, a sense of inclusion, and leadership effectiveness, and where our lawyers and staff feel enriched and empowered to provide client solutions that exceed expectations. KMK is an equal opportunity employer and does not discriminate in its employment decisions on the basis of race, religion, color, national origin, gender, sexual

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orientation, age, disability, genetic information, or on any other basis that would be in violation of any applicable federal, state, or local law.

Gail King Gibson, Partner, Hiring Committee Member, and KMK attorney since 1990: "At KMK, everyone has their own personal interests outside of work. Our backgrounds are very diverse, socially and economically. But everyone comes together to work as a team. We're very open and accepting of individuals and their differences."