

## DIVERSITY INITIATIVES

At KMK we believe in attracting, developing, and maintaining a diverse work environment. 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.

We are committed to recognizing the talents and job performance of all lawyers and staff and we value the contributions of individuals with different backgrounds and perspectives. We understand that our ability to meet the needs of our diverse client base requires that our lawyers have a broad range of knowledge and expertise which can only be obtained through a diverse legal staff. Our goal is to continue to preserve and foster a diverse work environment that provides creativity, productivity, a sense of inclusion, and effective leadership — and where our lawyers can realize their full potential.

KMK was committed to offering opportunities to minority lawyers long before diversity and minority hiring took on such prominent attention. In 1972, we became the first majority law firm in Cincinnati to hire an African American lawyer when William A. McClain joined our firm after serving as the City Solicitor of Cincinnati. In 1997, Gail King Gibson became a partner at KMK, making her the first female African American lawyer elected as a partner in a large Cincinnati law firm.

KMK continues to recruit individuals with diverse backgrounds. The Black Law Students Association of Chase Law School has honored Ms. Gibson for her innovative Academic Connections Experience (ACE) Program for First Year law students. We participate in minority job fairs and other initiatives, both locally and nationally, including The Southeastern Minority Conference in Atlanta, The Cook County Minority Job Fair in Chicago, and the Tri-State Diversity Program. Locally, Keating Muething & Klekamp was a founding participant and remains active as a member of the Greater Cincinnati Minority Counsel Program and the BLAC-CBA Round Table.

Women and minorities are active in the management of the firm, serving as Practice Group Leaders and on virtually every committee of the firm, including the Hiring Committee, the Associate Committee, the Diversity Committee, and the Paralegal Committee.

KMK fully understands the importance of inclusion and promoting a diverse workforce. We believe that a diverse workforce enriches both our personal and professional lives. We are committed to continuing to make great strides in the hiring and retention of attorneys with diverse backgrounds.