

## FOCUS ON WOMEN

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In 2004, Shutts & Bowen attorneys established a program to provide its female attorneys with opportunities for mentorship, collaboration, professional development and growth both in the firm and throughout the community. The Focus on Women group's goal is to assist in the advancement of both a successful working environment and a platform for community involvement.

Through our Focus on Women group, our goals are to reach out and give back to women's organizations in our communities; highlight and promote the talents and perspectives that our female attorneys bring to the table; and provide a forum for our female attorneys to build collegial internal relationships and aid in cross-networking with other business women within our communities. In an effort to foster business growth and comradery, the top female producers at Shutts share their insight to all female attorneys of the Firm during Shutts' annual Women Rainmaking Lunch & Learn.

Our female attorneys are leaders in their field and have been certified by the Florida Bar in Appellate Law, Business Litigation, Labor & Employment, Real Estate, Construction Law, Trusts & Estates, and Condominium and Planned Development Law. They represent Fortune 500 companies and start-up entrepreneurs in key industry and business sectors; have backgrounds as businesswomen, prosecutors and public defenders; teach graduate-level classes in legal issues; and are leaders and members of almost 20 bar associations at the local, state and national levels.

We pride ourselves on the recruitment and retention of top female attorneys and will continue to support diversity and inclusion in everything we do.