

## FOCUS ON WOMEN

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In 2004, Shutts & Bowen attorneys established a program to provide its attorneys with opportunities for mentorship, collaboration, professional development and growth both in the firm and throughout the community. The Focus on Women Committee'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 Committee, our goals are to reach out and give back to philanthropic organizations in our communities; highlight and promote the talents and perspectives that our attorneys bring to the table; and provide a forum for our attorneys to build collegial internal relationships and aid in cross-networking with other business-minded individuals within our communities. In an effort to foster business growth and comradery, the top producers at Shutts share their insight to all attorneys of the Firm during Shutts' annual Rainmaking Lunch & Learn.

Our 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 businesspersons, 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 attorneys and will continue to support diversity and inclusion in everything we do, without regard to race; religion; age; gender; ethnicity; national origin; sexual orientation; medical conditions or disabilities; marital, veteran or family status, or any other category protected by law.