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### **Baird Holm LLP and ICAN Name Farm Credit Services of America the Best Place to Work for the Advancement of Women**

OMAHA, Neb. (March 25, 2015) – Baird Holm LLP and the Institute for Career Advancement Needs (ICAN), sponsors of the Best Places to Work for the Advancement of Women award, announced that this year's winner is Farm Credit Services of America, an Omaha-based lending institution that serves the agricultural credit, risk management and financial needs of farmers and ranchers in Iowa, Nebraska, South Dakota and Wyoming. The award will be presented at the 2015 ICAN Women's Leadership Conference, April 8, 2015, at the CenturyLink Center Omaha.

This is the sixth year that the Advancement of Women award has been presented to recognize a local company that has effectively created a culture that attracts, retains and advances women in the workplace. Farm Credit Services of America is recognized for providing developmental opportunities to female employees through experiences, exposure and education. Farm Credit actively identifies and fosters talent, providing developmental opportunities to all employees at every stage in their career pipeline.

"Farm Credit is committed to the development and retention of all of its team members—not just women," said Baird Holm LLP Partner, Kelli Lieurance. "It targets the leadership development of potential leaders throughout the different stages of their careers, and provides them with the experience, exposure, and education to enable them to succeed. More than that, in response to studies that show many women lack the confidence to step into leadership unless supported, asked, or encouraged to do so, they specifically ask team members about their interest in leadership when creating their development plan."

As a result of a recent Advancement of Women research study conducted in 2014, Farm Credit is establishing a women's resource group and enhancing its programs to recruit and retain women. Alternative work arrangements give flexibility for Farm Credit employees to support and enhance work/life balance. In addition, succession planning, including women in leadership, is a focus area for senior leaders for 2015.

Doug Stark, CEO at Farm Credit Services of America, said, "We're humbled to be recognized for our support of women. We like to say that leadership is everyone's business – it's about action and purpose versus position. We're very proud to help advance the role of women in our organization and our community."

"ICAN is proud to be partnering with Baird Holm LLP for the sixth year to honor and celebrate a company that is making tremendous strides in developing leadership and opportunity for their employees," said ICAN President & CEO, Susan Henricks. "Farm Credit Services of America is a fantastic example of a company that has made strategic efforts to advance and promote women, and we are thrilled to be presenting them with this award at the 22<sup>nd</sup> Annual ICAN Women's Leadership Conference."

This is the first time Farm Credit has been named as the recipient of the Best Place to Work for the Advancement of Women award. They also were named this year as the fifth place winner for the Best Places to Work in Omaha® in the large company category. Farm Credit has previously been given the Sustained Excellence award for their consistently high rankings in the Best Places to Work in Omaha survey.

**About Baird Holm**

Baird Holm LLP's integrated team of 85 attorneys, licensed in 19 states, is committed to connecting each of its valued clients to the positive outcomes they seek. With extensive and diverse expertise, we leverage each other's skills to respond efficiently to our clients' local, regional, national and international legal needs. We are proud to represent public and private companies, individuals, private funds and other investors, financial institutions, governmental entities and nonprofit organizations. Rooted by the promise to constantly evolve in anticipation of our clients' rapidly changing needs, Baird Holm has enjoyed steady and measured growth since its founding in 1873.

**About Institute for Career Advancement Needs**

ICAN is a non-profit leadership development organization based in Omaha offering innovative and comprehensive leader development training for men and women at every level of their careers. For more than 30 years, ICAN has been developing authentic, whole-life leaders who are prepared to meet the challenges of tomorrow and create limitless possibility for themselves and their organizations. Whether working with individuals or teams, ICAN inspires bold thinking, accelerates innovation, expands capacity and builds leadership networks that transform and define the future of business. For more information, visit [icanglobal.net](http://icanglobal.net) or call [402-392-0746](tel:402-392-0746).

**About Farm Credit Services of America**

Farm Credit Services of America is proud to finance the growth of rural America, including the special needs of young and beginning producers. With assets of more than \$23 billion, FCSAmerica is one of the region's leading providers of credit and insurance services to farmers, ranchers, agribusiness and rural residents in Iowa, Nebraska, South Dakota and Wyoming. Learn more at [www.fcsamerica.com](http://www.fcsamerica.com).

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