

NAVIGANT

CORPORATE

2012 ANNUAL REPORT

CITIZENSHIP

DISPUTES & INVESTIGATIONS • ECONOMICS • FINANCIAL ADVISORY • MANAGEMENT CONSULTING



MESSAGE FROM THE CEO.....	2
DASHBOARD OF IMPACT IN 2012.....	3
1Mx2020 CAMPAIGN.....	4
STORIES OF OUR GLOBAL IMPACT.....	5
2012 CORPORATE CITIZENSHIP AWARD WINNERS.....	14
SUSTAINABILITY AT NAVIGANT.....	17
MISSION STATEMENT & PLATFORM.....	18
GIVING BACK IN 2012.....	20
ABOUT NAVIGANT.....	22

TABLE OF CONTENTS

MESSAGE FROM THE CEO



Navigant is committed to developing corporate citizenship programs that engage and excite our employees, positively impact our communities, and leverage our best assets – our people and our expertise. Our corporate citizenship initiatives and approach are designed to align with the needs and values of our employees, our clients and our communities.

One example is “1Mx2020”, Navigant’s pledge to better prepare one million young people for college and the workforce by the year 2020. This innovative new initiative grew out of our passion for education and youth development and our desire to harness and focus our robust volunteer, philanthropic and *pro bono* pursuits. This is an ambitious goal but we are absolutely up to the challenge.

1Mx2020 is just one of the programs where Navigant is making an impact, and I invite you to read the following pages to learn more about our corporate citizenship accomplishments and goals, and to be inspired by our employees’ efforts. I am pleased and proud to share these stories with you.

Julie Howard, CEO

DASHBOARD OF IMPACT IN 2012

1400 HOURS

spent volunteering with charities
that impact youth

Donated more than

\$100,000 TO

45 CHARITIES

that impact youth

**MORE THAN 180
ORGANIZATIONS**

were impacted in 2012

The London office raised

**£39K FOR CHILDREN
WITH CANCER**

in the first year of a two year campaign

Employees recorded more than

**4,000 HOURS
IN VOLUNTEER
ACTIVITIES**

Participated in

**LAWYERS HAVE
HEART 10K** for the
10TH CONSECUTIVE YEAR

Navigant holds **GLOBAL ISO14001 CERTIFICATION** and occupies offices in

12 LEED PLATINUM-EB CERTIFIED BUILDINGS



THE CAMPAIGN: 1Mx2020

Navigant has set a goal to positively impact one million youth in our communities by the year 2020 by better preparing them for higher education and the workforce.

THE BACKGROUND:

- » Surveyed 100 global non-profits in youth development & education
- » Researched studies, white papers and news articles
- » Identified where our employees were already providing services

THE RESULTS:

Identified 5 hurdles impacting our youth in college and career readiness

1. Access to quality education and learning opportunities
2. Lack of a positive role model
3. Financial challenges – both micro and macro
4. Poor health and nutrition
5. Inadequate development of life skills

HOW NAVIGANT WILL MAKE A DIFFERENCE:

- » **LEVERAGING OUR CORE SKILLS.** We address challenges with specialized, unique and cross-practice skills – our ability to apply innovative and creative approaches to a variety of problems also applies to preparing children for college and career success.
- » **FOCUS ON LEARNING AND GAINING KNOWLEDGE.** Our greatest asset is our people – and what makes us unique is our intelligence, tenacity, and creativity. 1Mx2020 focuses on applying these attributes to help the youth in our communities prepare for college and their careers.
- » **LEADERSHIP DEVELOPMENT.** At the core of any college or career readiness program is developing leaders who can adapt to their changing environment and excel during times of challenge and confusion. Our employees lead by example.



STORIES OF OUR GLOBAL IMPACT



FIRST CARSON READING ROOM OPENS IN WASHINGTON DC [1Mx2020](#)

Navigant's Black African Employee Resource Group made a lasting impact on the children of Washington DC by raising \$17,500 to open DC's first Ben Carson Reading Room.



LIGHTING THE WAY FOR THE MAKE-A-WISH FOUNDATION

Navigant's Brian McNamara raised \$5,200 for the Make-A-Wish Foundation of Arizona by connecting 50,000 Christmas lights to create a light show during the 2012 holiday season.

[1Mx2020](#) Directly supports our 1Mx2020 Initiative

STORIES OF OUR GLOBAL IMPACT



TWO YEAR COMMITMENT FOR CHILDREN WITH CANCER

Navigant's London office has pledged to raise £100,000 for Children with Cancer by 2014. Fundraising activities included a 33 hour relay race from London to Paris, food drives, client events and a 160 foot bungee jump off the Tower Bridge.



CYCLING 100 MILES TO SUPPORT BEST BUDDIES INTERNATIONAL 1M2020

Blake Martini of the San Francisco office raised \$1,800 for Best Buddies International in the Best Buddies Challenge, a global volunteer movement that creates opportunities for one-to-one friendships, integrated employment and leadership development for people with intellectual and developmental disabilities.



NCI WILL HELP SOMEONE

During Black History Month, Navigant developed a firm-wide campaign with the theme *NCI Will Help Someone*. Employees from 13 different offices volunteered at food banks, coordinated food drives, raised money and collected books to donate to the Ben Carson Reading Project. The Carson Scholars Program provides funding and support to local schools around the country to create a nurturing environment for children as they develop their reading skills.



BUILDING SUSTAINABILITY AWARENESS ONE OFFICE AT A TIME

Navigant's San Francisco office held an interactive lunchtime sustainability event where a team of volunteers used games about the carbon footprint of different commuting methods, the water used to process all of the printer paper used in the office each year, and sorting trash into the correct bins to promote sustainable employee practices.

STORIES OF OUR GLOBAL IMPACT



ENGAGING, EXCITING AND ENLIGHTENING STUDENTS 1M 2020

Marshall Harris from Navigant's Construction practice has been volunteering with ACE Mentor Program since 2007. Recently, Marshall brought students to a development site in New York City to provide them with an up-close view of a high-rise construction project.



KNIT AND CROCHET FOR CANCER PATIENTS

The Chicago office knitting club came together during their lunch breaks to make 20 hats for Hats for Halos, a charity that provides hats for cancer patients around the U.S.



PROMOTING FINANCIAL LITERACY TO ELEMENTARY SCHOOL CHILDREN 1M 2020

Jodi Hatherly Luyster volunteers for the Ohio CPA Foundation's elementary school financial literacy outreach program, FETCH! Jodi visits 5th grade classrooms to teach students about budgeting, saving and spending.

GENERATING AWARENESS, KNOWLEDGE AND SERVICES FOR AIDS/HIV PROGRAMS

Jen Olmsted of Navigant's San Francisco office participated in the AIDS/Life Cycle 545 mile bike ride from San Francisco to Los Angeles. The event raised \$12.6 million for the San Francisco AIDS Foundation and the Los Angeles Gay & Lesbian Center.



STORIES OF OUR GLOBAL IMPACT



RACING FOR A CURE WITH SUSAN G. KOMEN

Angela Banzio of the Hamilton, NJ office led a group of Navigant employees at the Susan G. Komen Race for the Cure 5K run and health walk. Navigant participants included Angela Banzio, Bill Alesio, James Tanella, Mala Ireland, Jennifer Holgado, Laura Gudaitus, Joseph Oravasky and Nicolle Lewis.

DEEPENING KNOWLEDGE OF GLOBAL ISSUES, CULTURES AND PERSPECTIVES 1M2020

Balki Aydin from our New York office volunteers for the Global Classroom Project at One to World. She made a presentation on International Relations and International Organizations and presented to a classroom of 20 low-income female middle school students. The program strives to deepen knowledge and build awareness of culture differences through meaningful experiences.



FEEDING THE COMMUNITY AT LE CAFÉ LOCAL SOUP KITCHEN

Navigant's Montreal office volunteered at a local soup kitchen for the third consecutive year to provide seniors and families with a free, hot, nutritional meal at the Jewish Cummings Centre for Seniors.



PRO BONO EFFORTS TO PROVIDE LIFESAVING RESEARCH

Two members of our Life Sciences practice in the London office managed a *pro bono* research project of the main childhood cancers to guide research funds for Children with Cancer.

STORIES OF OUR GLOBAL IMPACT



EMPOWERING FAMILIES TO OVERCOME SOCIAL EXCLUSION **TM** 2020

Six members of Navigant's London office participated in a football (soccer) tournament to raise funds for Kith & Kids, an organization that aims to empower families who have a son or daughter with a developmental disability.



KATIE ZICKERT

ASSOCIATE DIRECTOR, CHICAGO

MEET KATIE:

Katie is an inspiration in the Chicago office, leading by example to rally hundreds of Navigant volunteers to mentor 4th and 5th grade children. One of Katie's colleagues said, "Katie is a prime example of a corporate citizen making an impact on our community."

PASSIONATE ABOUT:

Katie has been leading Chicago's North Kenwood / Oakland Program to partner Navigant employees with 4th and 5th grade students since 2007. With 45 students participating in the pilot year and nearly 100 students each year since, she has directly impacted more than 500 students over six years. Katie organizes a task force to develop creative year-long curriculums for the students to teach them about everything from ethics to managing your finances. The program is extremely successful due directly to Katie's dedication.

KATIE SAYS:

NKO Loop Group is an extremely rewarding program. With the help of so many volunteers, I am in awe of our collaborative efforts to create such a positive program for both the mentees and the mentors. Our impact on these children is obvious when you see their smiles and their tears when we have to say goodbye.

CORPORATE CITIZENSHIP AWARD WINNERS



MARK HARBAUGH

SENIOR CONSULTANT, WASHINGTON DC

MEET MARK:

Mark combines his love for running with his passion to give back to the community. By participating in races, Mark raises awareness and money for charities such as the Children's Hospital in Boston and the American Heart Association. A colleague states that, "Mark has found ways to turn his passions into both an exciting career and opportunities to help those less fortunate." Mark is also driven to recruiting the right people to Navigant. By coordinating networking events for interns in the metro DC area, his efforts are directly attributable to seven people beginning their careers at Navigant.

PASSIONATE ABOUT:

Last year, Mark trained for the NYC Marathon to raise funds for the Children's Hospital in Boston. Even though the NYC marathon was canceled, he exceeded his goal by raising more than \$4,000 and ran in the Richmond Marathon as a sign of perseverance, compassion, determination and responsibility. In addition, Mark mentors students from Wake Forest University and is a point of contact for students interested in business and consulting. By coordinating networking events for interns in the metro DC area, his efforts are directly attributable to seven people beginning their careers at Navigant.

MARK SAYS:

Fundraising for a place like Children's Hospital Boston was an invaluable experience, the passion of every hospital employee I dealt with was beyond impressive. It showed me how an organization can come together around a cause and truly make a difference in people's lives.

Navigant's annual Corporate Citizenship Award is given to employees who demonstrate exemplary service to the community. These three individuals consistently demonstrate their passion and dedication to drive positive change and make an impact within the communities that Navigant and its clients call home. We are proud to highlight our outstanding corporate citizens of 2012.



DENISE SMITH

SPECIALIST, WASHINGTON DC

MEET DENISE:

Denise led Navigant's Washington DC Black / African Ancestry Employee Resource Group members and the local Corporate Citizenship committee in an initiative to open DC's first Ben Carson Reading Room. Denise was integral in organizing fundraising events, collection drives and campaigns around the Firm. With her dedication, the Washington DC office raised \$17,500 and realized their goal to open the first Reading Room to support children's literacy.

PASSIONATE ABOUT:

Denise is passionate about education and preparing youth with strong reading skills. She has seen firsthand with her grandchildren how reading can inspire a child and give them the confidence to accomplish anything they choose to do. Her grandson struggled with reading and almost failed the first grade. After a home-based reading program, he has now excelled in other subjects and even made the honor roll for the past several years.

DENISE SAYS:

I wanted to do something that would make a difference in the city of Washington. I know from firsthand experience how an emphasis on reading can impact a child. I am so excited that with our efforts we can achieve this goal.

CORPORATE CITIZENSHIP AWARD WINNERS

SUSTAINABILITY AT NAVIGANT



Before



After

Whether we're focused on everyday sustainable activities like recycling our office paper, creating an end-of life recycling policy for redundant assets, or developing energy efficiency and sustainability plans for our clients, sustainability is an integral part of life at Navigant. All of our programs focus on the Firm's key initiatives to reduce our carbon footprint; create networks for best practices and knowledge sharing; and share our successes and lessons learned with each other and clients.

Our employees demonstrate their passion for sustainability in the office and in their personal lives. Many of our professionals serve on the boards of local environmental organizations, while others volunteer their time helping students build solar cars or learn about the power of energy as part of afterschool programs. We even have one consultant in our Energy practice who retrofitted their home using sustainable and green building practices.

IMPACTING GREEN BUILDINGS – FROM THE MICRO-SCALE TO THE WORLD STAGE

Managing Consultant Josh Arnold demonstrates his passion for energy efficiency and green buildings in his work and personal life from building green on a micro-scale to green building consulting on the world stage. On one end of the spectrum, Josh recently completed an energy efficient whole-house retrofit at his own residence in Madison, WI using sustainable and green building practices (please see photographs). In addition, Josh is currently consulting on a 22 story office building in Hong Kong, a high-profile example of energy efficiency and building a greener environment.

CORPORATE CITIZENSHIP MISSION STATEMENT

Navigant is committed to being a responsible corporate citizen. Key to our long-term success, we seek to identify and address the needs of the communities where we work and live while maintaining our stakeholder value. We strive to empower our employees' skill-based volunteering efforts, provide charitable giving from our foundations, and promote thought leadership to effectively drive positive change within our local communities.

COMMUNITY OUTREACH & VOLUNTEERISM PLATFORM

To focus our endeavors and deepen our impact, Navigant has established a firm-wide platform to empower the leaders of tomorrow. Navigant employees are committed to creating opportunities for young people to grow, develop and collaborate. Through mentorship alliances, local partnerships with schools and youth education-based organizations, our local offices drive positive change in their communities and help to enhance the education and development of young people in the geographies where we operate.

MISSION AND PLATFORM

ENVIRONMENTAL SUSTAINABILITY PLATFORM

Navigant seeks to identify, promote and facilitate sustainable business activities to improve the environmental impact of our Firm and our professionals. We seek to become thought leaders and set a positive example for our clients and peers with respect to sustainable practices. We bring this strategy to life through dedicated Navigant employees who drive positive change both locally and across the Firm; to more efficiently leverage our shared resources and raise awareness about individual and collective behaviors that impact the environment. We understand the importance of a long-term commitment to improving the environment and have put in place various initiatives to build a strong foundation of sustainability.

GIVING BACK IN 2012

Academy of Hope
ACE Mentor Program
Adoption-Link
AIDS Lifecycle supporting the San Francisco AIDS Foundation
Alivio Medical Center
All Stars Project
Alliance of Independent Academic Medical Centers
Alternative House
American Cancer Society
American Foundation for Suicide Prevention (AFSP)
American Heart Association
American Jewish Committee
American Red Cross
Anti-Defamation League
Arizona Center for Law in the Public Interest
Arizona Foundation for Legal Services & Education
Becker and Poliakoff Helping Hands, Inc.
Best Buddies International
Bet Tzedek Justice For All
Better Government Association
Big Brothers Big Sisters

Boulder Parks & Recreation
Boys and Girls Club
Brooklyn Hospital Center Foundation
Cabrini Green Legal Aid
CARPLS Legal Aid
Carson Scholars Fund
Center for Children Advocacy
Center for Disability & Elder Law
Chicago Appleseed Fund for Justice
Chicago Bar Foundation
Chicago Children's Theatre
Chicago Debate Commission
Chicago Public Schools
Children With Cancer
Children's Aid Society
Children's Hospital Boston
Children's National Medical Center
City Bar Justice Center
College Success Foundation
Committee of Seventy
Community Hope
Community Legal Services of Philadelphia
Community Matters
ConKerr Cancer Project Pillowcase

Constitutional Rights Foundation Chicago
Countryside Association Foundation
Cristo Rey Jesuit High School
Crossroads Youth Center
CU Energy Club
Cystic Fibrosis Foundation
DC Appleseed
Delaware Youth for Christ
Dodson Elementary
Dr. Theodore A. Atlas Foundation
Dream Come True Foundation
Dress for Success Indianapolis
Duxbury Education Foundation
Economic Club of Washington
eGo CarShare
Washington Humane Society
Folsom American Little League
Friends of the Hospital for Sick Children, Toronto, Inc.
Friends of the Park
Genesys Works
Georgetown Comunidad Scholarship Association
Georgia Legal Services Program

GLAAD
Greater Boston Food Bank
Greater Chicago Food Depository
Greater DC Cares
Half the Sky Foundation
Healthcare Partners for Children
Heartland Alliance for Human Needs and Human Rights
Help USA
HFS Chicago Scholars
HIV & AIDS Legal Services Alliance
HomeFront
Horton's Kids
Illinois Legal Aid Online
Imagine Guild Inc.
Jewish Family Service Metrowest
Joffrey Ballet
Junior Achievement
KAIROS Prison Ministry
King County Bar Foundation
Kith and Kids
Knox College
La Donna Musicale, Inc.
Ladder Up Tax Assistance Program

In addition to the incredible contributions of our employees across the Firm, Navigant has donated more than \$5 million in the past eight years to charitable organizations in North America, Europe and Asia. Navigant has established two foundations to contribute financially to organizations that are important to our employees and our clients: The Lending A Hand Foundation, a United States registered 501c3 organization since 2005, and The Navigant Foundation, established in 2008 and registered in England, Wales and Scotland. Navigant is committed to supporting our local communities by working with and contributing to organizations across the globe:

Landmarks Preservation Council of IL	New York Lawyers for Public Interest	Starlight Children's Foundation Midwest	The Up Foundation
Law Foundation of Silicon Valley	Newark Museum Association	Sunshine Through Golf Foundation	There With Care
Lawyers Committee for Better Housing	North Gwinnett Cooperative	Support Center for Child Advocates	Toys for Tots
Lawyers Lend - A - Hand	One to World	Susan G. Komen for the Cure	University of Chicago Charter School - North Kenwood / Oakland
LE CAFÉ / Jewish Cummings Centre for Seniors	Paint Your Heart Out Tampa	Temple University Health Systems	Urban Initiatives
Legal Aid Society of Metropolitan Family Services	Peace Learning Center	Test Positive Aware Network	Valley Youth Theatre
Legal Assistance Foundation	Pennsylvania Innocence Project	Texas French Alliance for the Arts	Washington Area Women's Foundation
Legal Community Against Violence	Philabundance	The Atlanta Volunteer Lawyers Foundation	Watch D.O.G.S.
Legal Services for Children	Philadelphia Bar Foundation	The Atlanta Women's Foundation	Wellspring
LifeBridge Hospital	Police Athletic League	The Carson Scholars Fund	Wendt Center for Loss and Healing
Lincoln Park Zoo	Rainier Scholars	The Chicago Bar Foundation	Wildlife for Tomorrow Foundation
Lyric Opera of Chicago	Reading Empowers Inc.	The Field Museum	Willow Creek Community Church
Make-A-Wish Foundation	Rebuilding Together Miami-Dade, Inc.	The Global FoodBanking Network	Women Employed
March of Dimes	Rehabilitation Institute of Chicago	The Grandview Foundation	Women's Bar Association Foundation
Metropolitan Family Services	Rehabilitation Hospital of Indiana	The Hillsborough County Bar Foundation	Women's Bar Foundation of Illinois
Michael Rolfe Pancreatic Cancer Foundation	Respiratory Health Association	The Hispanic Bar Association of the District of Columbia	Women's Business Development Center
Minority Corporate Counsel Association	Ronald McDonald House Charities	The Innocence Project	Wounded Heroes Foundation
Morristown, NJ Soup Kitchen	Run For Courage	The Leukemia & Lymphoma Society	Wounded Warriors in Action
National Immigrant Justice Center	Sail Chicago	The McCourt Foundation	YAI - National Institute for People with Disabilities
National Law Center for Homelessness & Poverty	San Francisco Food Bank	The Night Ministry	YMCA
National Multiple Sclerosis Society	Sandy Rollman Ovarian Cancer Foundation	The Ohio CPA Foundation	Youth Eastside Services
New Morning Youth and Family Services	School on Wheels	The Star of Hope and Dodson Elementary Schools	YWCA
	Seattle Children's Hospital		
	Shelburne Community School		

ABOUT NAVIGANT

AT NAVIGANT, IMPACT MATTERS.

Impact for our clients, our employees and our communities. Through a unique combination of technical expertise and deep industry knowledge, Navigant professionals provide clients with critical market insights, independent perspectives and a practical path forward to address impacts on their business. From impacting the outcome of client matters and impacting our communities through joint and individual efforts; to impacting our careers and those of our colleagues – every day Navigant professionals make an impact. Click [here](#) to see more.

If you would like to learn more about Navigant's ongoing Corporate Citizenship and sustainability efforts, please visit us online at [navigant.com/corporatecitizenship](https://www.navigant.com/corporatecitizenship).

ABOUT NAVIGANT

Navigant (NYSE: NCI) is a specialized, global expert services firm dedicated to assisting clients in creating and protecting value in the face of critical business risks and opportunities. Through senior level engagement with clients, Navigant professionals combine technical expertise in Disputes and Investigations, Economics, Financial Advisory and Management Consulting, with business pragmatism in the highly regulated Construction, Energy, Financial Services and Healthcare industries to support clients in addressing their most critical business needs. More information about Navigant can be found at [navigant.com](https://www.navigant.com).

For questions or feedback on this report, please contact:

corporatecitizenship@navigant.com



navigant.com/corporatecitizenship

©2013 Navigant Consulting, Inc. All rights reserved.

Navigant Consulting is not a certified public accounting firm and does not provide audit, attest, or public accounting services.
See navigant.com/licensing for a complete listing of private investigator licenses.