



**2016
DIVERSITY &
INCLUSION**

ANNUAL REPORT

NAVIGANT

2016 DIVERSITY & INCLUSION

ANNUAL REPORT

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Message from the CEO and Diversity & Inclusion Chairman



Our success at Navigant has been highly dependent upon our ability to respect and value diversity of experience, talent, and thought. Quite simply, diversity and inclusion are fundamental enablers for Navigant - they drive the best possible outcomes in collaboration and innovation, resulting in unparalleled service to our clients.

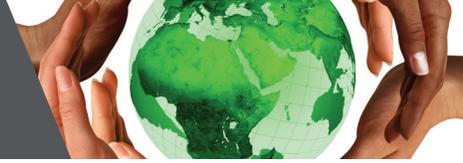


Diversity and inclusion have been, and will remain, a strategic priority for Navigant; our commitment to the promotion of a workplace that values mutual respect and equality is unwavering. Navigant will continue to champion diversity and welcomes colleagues regardless of nationality, sexual orientation, gender, or religious affiliation. This commitment is core to our values, and we will continue to foster policies and practices that strengthen the fabric of our company, and our society.

This annual report captures highlights from our diversity and inclusion related initiatives and Employee Resource Groups from 2016, both within the firm and in the communities we serve. We take great pride in our efforts and accomplishments, and hope you do as well.

Sincerely,

Julie Howard, Chairman & Chief Executive Officer
Sonya Kwon, Chairman, Diversity & Inclusion Council



Diversity & Inclusion at a Glance

725+
DIVERSITY & INCLUSION
members 
across **Seven** Employee
Resource Groups

Two ERG Fairs
DC & New York
+100 new members



Over 150 employees involved in the
ERG-BASED INFORMAL COACHING PROGRAM



PERFECT 100 RATING
for the
EIGHTH CONSECUTIVE YEAR
on HRC's Corporate Equality Index



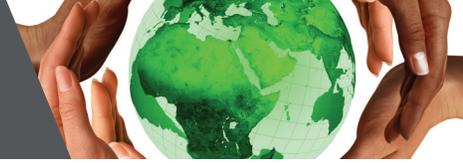
Sponsorship of over
22 ORGANIZATIONS
involving more than
100 EMPLOYEES

Energy Practice Brown Bag Webinar Trainings

5 sessions attracted 500+ attendees!!



The Employee Resource Group members benefited **organizations that support women, racial/ethnic minorities, gender-based initiatives, veterans, and individuals with disabilities,** and together with Lending A Hand Foundation, donated **more than \$130,000.**



Diversity & Inclusion at a Glance



Celebration Events

Black History Month

#NCIWillHelpSomeone

Employees across **18 offices** collected **more than 10,000** items and raised **\$1,800** to benefit homeless and women's shelters



HISPANIC HERITAGE MONTH

12 offices and over **300**

employees celebrated in Hispanic Heritage Month activities

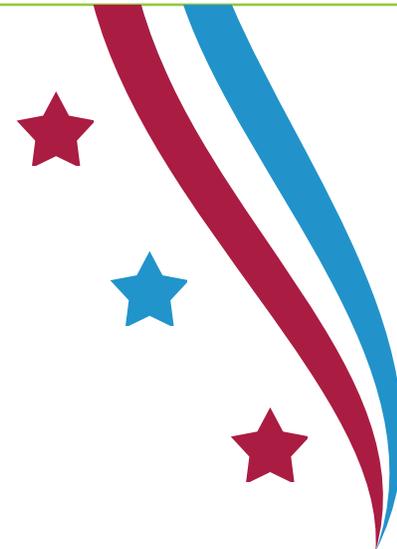


VETERANS DAY

16 offices and over **400 employees** participated in Yellow Ribbon Coffee Breaks

11 offices and **200 employees** created almost **500** paracord bracelets and wrote **200+** letters of gratitude

27 offices participated in Jeans/Camo Day raising more than **\$2,500** for Snowball Express



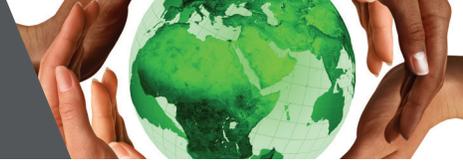
ASIAN PACIFIC AMERICAN HERITAGE MONTH

15 OFFICES and **250+ EMPLOYEES** celebrated Asian heritage



65

participants in the **CHICAGO AND INDY PRIDE PARADES**



Mission of Navigant's Diversity & Inclusion Program

The Mission of Navigant's Diversity & Inclusion Program is to create a welcoming, inclusive, and equitable environment that respects, values, and celebrates the unique attributes, characteristics, and perspectives that make each person who they are. We are committed to building awareness, fostering professional development, building connections, attracting and retaining top talent, and developing relationships to ensure that diversity, in its many forms, is understood, respected, and valued. Through our diverse workforce, we are able to address our clients' needs through diversity in experience and perspective, providing value-added services and a competitive edge in the market.

At the core of the program are our seven Employee Resource Groups, which are internal, global employee networks that are open to all, regardless of background, that provide a channel for employees to connect with each other and their communities.

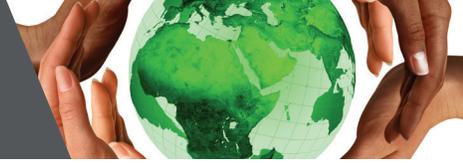
NAVIGANT EMPLOYEE RESOURCE GROUPS

- Asian Ancestry
- Black/African Ancestry
- Latino Ancestry
- Lesbian Gay Bisexual Transgender and Allies (LGBTAA)
- Veteran & Military
- Women
- Young Professionals



"Navigant's commitment to diversity and inclusion is one of its hallmarks as an employer of choice. The Employee Resource Groups provide a platform for our colleagues to meet and collaborate on both client and non-client related activities. From the client perspective, Navigant's diversity initiatives are a clear indication that we must approach solutions in a different way as recognition that our clients and their customers are also much more diverse. Our ERG's provide the tools to address our clients' needs head-on."

/ TOSHI DEZAKI, DIRECTOR
GLOBAL CONSTRUCTION, WASHINGTON, D.C.



2016 Spotlight

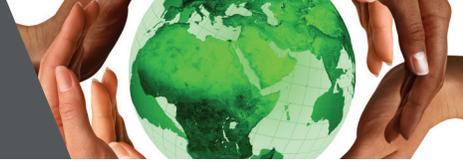
In 2016, the Program launched its seventh employee resource group (ERG), the Veteran and Military ERG. The goal of the ERG is to enable an active community and support all active duty and former members of the military as well as families of military personnel and provide a forum where they can grow their careers, share their experiences, and become thought leaders. As one of the fastest growing ERGs, the Veteran and Military ERG had over 70 employees sign up to be members within the first week of its launch!

Throughout the year, especially on key days of observance, all employees honor, recognize, and give thanks for the sacrifices made by veterans and active military. In 2016, employees made paracord bracelets and wrote letters of gratitude, which were included in care packages sent to troops deployed overseas. Yellow Ribbon Cake ceremonies were held in a number of offices across the company on November 11 at 11:11 a.m. local time to commemorate the WW1 armistice between the Allied nations and Germany. Employees have also participated in jeans/camo days where donations were raised for organizations that support veterans and their families. A “Wall of Heroes” video montage was created to honor veterans in the lives of our employees.

“It was such a great honor to be a part of the Veterans Day initiative. I take great pride in working for a firm that values our veterans and creates programs that give our employees an opportunity to show their appreciation for the sacrifices made by the members of our military. I look forward to future initiatives that will not only showcase the talents and expertise of men and women of the military, but will allow Navigant to extend its heartfelt appreciation and admiration for our veterans.”

/ KEVIN CAULFIELD, MANAGING DIRECTOR
GLOBAL INVESTIGATIONS AND COMPLIANCE,
NEW YORK





Diversity in the News

8TH CONSECUTIVE PERFECT SCORE ON THE HUMAN RIGHTS CAMPAIGN CORPORATE EQUALITY INDEX

Navigant received a perfect score of 100 percent for the eighth year in a row on the 2017 Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices related to Lesbian, Gay, Bisexual, and Transgender (LGBT) workplace equality, administered by the Human Rights Campaign Foundation.

"Navigant's commitment to diversity, respect, and inclusion is rooted in our core values and the expectations our employees have of each other," said Julie Howard, chairman and chief executive officer, Navigant. "The company will continue to embrace diversity, ensuring that Navigant remains a safe, vibrant, and respected employer of choice for LGBT professionals around the world."

In 2016, Navigant continued to create awareness, understanding, and an appreciation for its progressive work environment through a variety of programs championed by the company's Lesbian, Gay, Bisexual, Transgender, and Allies (LGBTQA) Employee Resource Group including webinars, sponsorships, and community outreach.

"I am proud that Navigant remains committed to exemplary diversity and inclusion standards," said Steve Huffines, director within Navigant's Transaction Advisory Services practice and co-chair of the firm's LGBTQA Employee Resource Group. "In today's business community, celebrating the breadth of diversity among our peers, clients, and communities is critical to success. Navigant continues to be at the forefront of creating and maintaining an educated and inclusive working environment."

For more information on the 2017 Corporate Equality Index, or to download a free copy of the report, visit www.hrc.org/cei.

TAKING A STAND AGAINST ANTI-LGBT LEGISLATION

Navigant took a stand against anti-LGBT legislation by posting the following statement on Navigant.com:

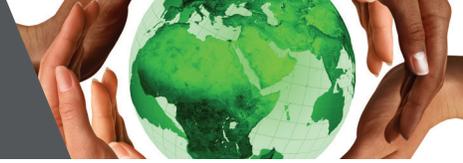
In 2016, nearly 200 state and local governments proposed legislative initiatives that negatively impact the rights of the LGBT community. These initiatives tear at the fabric of a forward-thinking, just, and open society. They are bad for business and bad for the communities where we live and work. Navigant opposes any legislation that allows discrimination against gay, lesbian, bisexual, and transgender individuals.

Navigant believes that every person deserves equal rights regardless of age, religion, race, gender, gender identity or expression, sexual orientation, nationality, or disability. Navigant stands against legislation that marginalizes our clients, colleagues, families, and friends.



*"Navigant's belief in equality and inclusion was *the* deciding factor in my decision to join the company. The presence of all of the ERGs and Navigant's perfect score of 100 on the Human Rights Campaign's Corporate Equality Index gave me confidence in knowing I would be welcomed as I am and that I would be able to contribute to the culture of inclusion."*

/ GAGE KAEFRING, CONSULTANT
HEALTHCARE, SEATTLE



What our Clients are Saying

“Navigant’s diverse client team has consistently offered innovative perspectives and recommendations to improve our energy efficiency programs. Their feedback has helped DTE Energy to more effectively deliver residential and business energy efficiency programs that have saved our customers nearly \$600 million last year, while reducing energy waste and preserving the environment.”

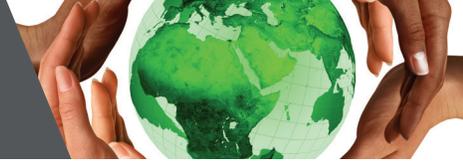
/ IRENE DIMENTRY, VICE PRESIDENT OF BUSINESS PLANNING & DEVELOPMENT, DTE ENERGY

“Navigant brings a diverse team to all their engagements and the viewpoints and perspectives that come with it are extremely valuable.”

/ DENNIS BENNETT
VICE PRESIDENT, FHLB NEW YORK

“Diversity in Navigant’s engagement team structure is consistent with our philosophy. We appreciate the differences in perspectives and thought processes that come to the fore in Navigant’s work.”

/ SYLVIA YARBOUGH
SENIOR VICE PRESIDENT, CITIZENS BANK



What Our Employees Are Saying

"I really appreciate the opportunity to participate in the Women's ERG as well as Navigant's other diversity and inclusion programming. These efforts create a better working environment and enhance our ability to recruit and retain the best talent. A recent Deloitte report stated that "personal values/morals" are the most important factor in millennials' decision-making at work (more important than advancing one's own career!). Navigant's investment in the diversity and inclusion programs reassures me that I work for a place that aligns with my personal values, and I know that many of my colleagues feel the same way."

/ JANE HUMMER, MANAGING CONSULTANT
ENERGY, BOULDER

"I am proud to be part of an organization that embraces and celebrates different people, cultures, and viewpoints. Navigant's Diversity and Inclusion Program provides an excellent opportunity for learning about different cultures and issues affecting different groups of people. The webinars provide us with unique learning opportunities and help to solicit open and engaging dialogue on important topics."

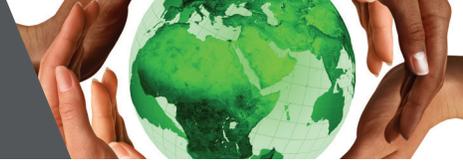
/ ANGELA SABBE, ASSOCIATE DIRECTOR
DISPUTES AND INVESTIGATIONS, LOS ANGELES

"In the current environment where diversity and cultural differences can be a difficult topic, I am always impressed with Navigant's message. Company leadership does not shy away, instead choosing to directly address sensitive issues and reassure employees that the company remains dedicated to providing an inclusive environment for everyone."

/ RACHEL CARTER, SENIOR CONSULTANT
DISPUTES AND INVESTIGATIONS, WASHINGTON D.C.

"The Diversity and Inclusion Program at Navigant collaborated closely with the Energy practice's diversity initiatives. Together, we were able to offer six educational lunch and learns regarding topics related to diversity and the benefits of diversity and inclusion within Navigant's Energy practice. We covered everything from emotional intelligence, perspectives from women in leadership, work-life balance, visa challenges for internationals, and interview training to multicultural sensitivity. These lunch and learns were developed by a team of volunteer employees and attended in record numbers by analysts through managing directors. Personally, I found this to be some of the most rewarding work I have participated in at Navigant."

/ SHANNON DORATO, ASSOCIATE DIRECTOR
ENERGY, SAN FRANCISCO



Building Awareness and Cultural Competency

Navigant fosters an inclusive environment both within the office and its communities.

PRIDE MONTH PARADES

Chicago: For the fourth year in a row, Navigant participated in the Chicago Pride Parade. More than 50 employees and guests rode and marched alongside a Navigant float. A moment of silence was observed prior to the kick-off of the parade to honor the lives that were lost in Orlando. Our very own Monica Weed, Executive Vice President, General Counsel, and Corporate Secretary joined participants for the start of the parade.

Indianapolis: For the first time, Navigant participated in the Circle City Pride Parade in Indianapolis. Family, friends, and clients joined Navigant employees and over 100,000 participants as they marched through the streets of Indianapolis in what has been voted the best local outdoor festival five years running!



MARY'S CENTER ANNUAL GALA

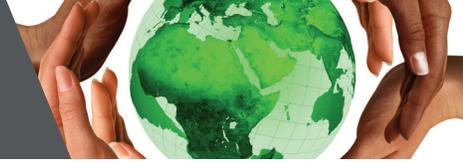
Members of the Latino Ancestry ERG attended Mary's Center Annual Gala - Noche Tropical Un Carnaval in Washington, D.C. held on October 28. The event brought together more than 500 Washington-area businesses and community leaders all to support Mary's Center, an organization that provides healthcare, family literacy, and social services to individuals whose needs too often go unmet by public and private systems.

ERG FAIRS

In April, the New York Young Professionals ERG held the first ever ERG Fair for the New York office. The event highlighted the seven ERGs that, together, comprise the firm's Diversity & Inclusion Program. Each ERG had its own table where a representative was available to tell employees more about the typical events, initiatives, and sponsorships supported by the ERG and how they could get involved. The event was a great success, bringing in more than 50 new members!

In July, the Washington, D.C., office became the second location to host an ERG Fair. Like the New York ERG Fair, each ERG had a table with representatives who answered questions about the ERGs and how employees could get involved. More than 40 employees signed up to be members of the firm's ERGs!





Building Awareness and Cultural Competency (continued)

GO RED FOR WOMEN ANNUAL LUNCHEON

Navigant was once again a sponsor at the 12th Annual Orange County Go Red for Women Luncheon held on February 20, at the Hotel Irvine. This celebratory event brought nearly 500 of Orange County's community and business leaders together for education, networking, and fun!



PRIDE MONTH WEBINARS

During Pride Month in June, the LGBTA hosted three thought-provoking, informative, and entertaining webinars for its members and their colleagues.

Brianna Sinclair, the first openly transgender woman to study and graduate from the San Francisco Conservatory of Music discussed her life growing up, her struggles and triumphs along the way, and how she flourishes as a transgender individual in a sometimes hostile and unwelcoming world.

Annie Parker, the first openly LGBT mayor of a major U.S. city (Houston) discussed the challenges of being the voice of the citizens of the fourth largest metropolis, and the pursuit of LGBT inclusion in an otherwise conservative state.

Aisha C. Moodie-Mills, president and CEO of the Gay & Lesbian Victory Fund and Institute, discussed the history and the work of the Gay & Lesbian Victory Fund, whose mission is to change the face and voice of America's politics and achieve equality for LGBT Americans by increasing the number of openly gay LGBT officials at all levels of government.



"It is important for an organization to not just talk about diversity and inclusion, but to show its commitment through its actions. Navigant has always been open to new programs and opportunities for all employees, both in the office and in the community."

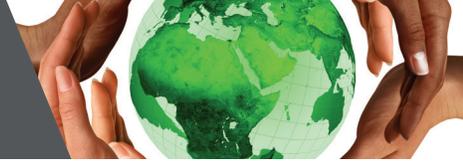
/ KEVIN DAVIS, DIRECTOR
DISPUTES AND INVESTIGATIONS, WASHINGTON, D.C.



CELEBRATE HISPANIC
HERITAGE MONTH

ROBERT SANCHEZ

In celebration of Hispanic Heritage Month, the Latino Ancestry ERG welcomed Robert E. Sanchez, chairman and CEO of Ryder Systems, Inc. Mr. Sanchez discussed his background, the roads he took to success, and how his Hispanic heritage impacted his journey.



Building Connections

Navigant provides employees with channels to connect with each other and become meaningfully involved in the company and in our communities.



WINTER WISHES

What's quickly become an annual tradition, the New York Young Professionals ERG sponsored a Winter Wishes event where employees granted wishes for New Yorkers in need. This year, the Young Professionals partnered with the Eastchester Gardens Community Center, and a record 156 wishes were granted for disadvantaged children, teens, and seniors, making the holidays brighter for those in need.

ASSOCIATION OF CUBAN-AMERICAN ENGINEERS SCHOLARSHIP GALA

The Latino Ancestry ERG proudly supported a \$2,000 scholarship at the 2016 Association of Cuban-American Engineers Scholarship Gala held in March in Miami, Florida. Senior leaders presented the scholarship to a Ph.D. student studying biochemical engineering at North Carolina State, who also plans on attending medical school.

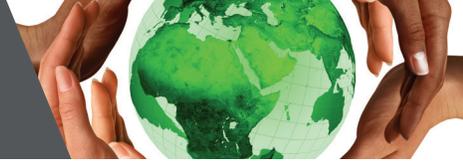
COOKIES FOR KIDS' CANCER

For the second year in a row, Navigant's New York Office participated in a bake sale hosted by the Young Professionals to support Cookies for Kids' Cancer, an organization that provides annual research grants to the top five leading pediatric cancer centers to advance the development of less toxic, more effective treatments for children battling cancer. With the help of Navigant's Lending A Hand Foundation, nearly \$8,500 was raised for Cookies for Kids' Cancer, which was matched by Babyganics for a total amount raised of \$16,856!



"Throughout my experience at Navigant, I have greatly benefited from becoming involved with the ERGs. It's been an amazing opportunity for me to connect with people across the practices and to learn from a diverse group of my peers in new and interesting ways. I'm truly grateful for Navigant's support of the ERGs and diversity in the workplace. It's this diversity of experience, backgrounds, and thoughts that makes us invaluable to our clients and each other."

/ COLLEEN LENZ , SENIOR CONSULTANT
GLOBAL CONSTRUCTION, NEW YORK



Building Connections *(continued)*

ECUADOR EARTHQUAKE DONATION DRIVE

In July, two powerful earthquakes rocked the coast of Ecuador causing mass devastation and loss. The Latino Ancestry ERG hosted a disaster relief donation drive in the New York office for those in need. With donation planes leaving the city within days, 150 pounds of donations (including clothing, cleaning supplies, etc.) were collected in a span of less than three days from our New York colleagues!



ASIAN-PACIFIC AMERICAN HERITAGE MONTH

During the month of May, the Asian Ancestry ERG recognized Asian-Pacific American Heritage Month and a number of offices held events to celebrate the occasion and create a greater awareness about the Asian culture. ERG members and their colleagues enjoyed tastings of various Asian cuisine, Asian-themed trivia, and even office viewings of “He Named Me Malala,” the story of the girl shot after her declaration that every woman has the right to an education.



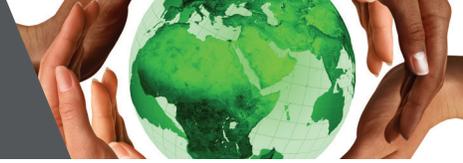
HISPANIC HERITAGE MONTH

The Latino Ancestry ERG celebrated Hispanic Heritage Month from September 15 to October 15. Twelve offices held events to celebrate the occasion. ERG members along with their colleagues enjoyed food tastings, happy hours with Hispanic themed trivia, a salsa and guacamole contest, and more. All of the events and activities created a deeper awareness of the Latino culture.



“I am proud to be working for a firm that strives to bring together all employees through their diversified cultures.”

/ BRIDGET CISNEROS, SPECIALIST OPERATIONS, TAMPA



Building Connections *(continued)*

LATINO STUDENT FUND GALA

For the first time, Navigant attended the 16th Annual Latino Student Fund Gala held in April in Washington D.C. It was a wonderful evening of networking and philanthropy. The mission of the Latino Student Fund (LSF) is to provide opportunities for a strong academic foundation for underserved PreK-12th grade students of Hispanic descent to promote higher education and professional leadership. The organization supports students and their families through scholarships, academic support services, and informational outreach. The LSF supports more than 500 students each year through academic tutoring, college preparation, scholarships, and family support services. All proceeds from the gala went directly to supporting LSF programs and activities.

BLACK HISTORY MONTH CLOTHING AND SUPPLY DONATION DRIVE

For the past four years, the Black/African Ancestry ERG has celebrated Black History Month by organizing employees across the Company to give back to their communities. This year, the Black/African Ancestry ERG partnered with the Women's ERG to make an even bigger impact. Volunteers led a clothing and supply donation drive to benefit local organizations that help those in need. Many of the organizations provide assistance to victims of domestic violence, whereas others, strive to support the homeless and less fortunate members of the community. A record-breaking 18 offices across the firm participated in the donation drive! Embodying the tenets of success achieved through diversity, collaboration, and impact, Navigant donated more than 10,000 items (clothing, toiletries, cleaning supplies, etc.) and more than \$1,800!



ERG-BASED COACHING PROGRAM

The ERG-Based Informal Coaching Program continued to grow and expand in 2016. **150+ employees** now participate in the program, which connects interested employees with senior leaders in the firm. The Coaching Program is structured to provide for the specific needs of the participant. Together, the coaches and coachees set their own objectives and time tables to discuss professional development, networking, and other career-related topics. It's not just the coachees who benefit from the Coaching Program. As coaches, senior leaders are able to support their own cultural competency development and are able to expand their inclusive leadership skills.



THURGOOD MARSHALL ACADEMY

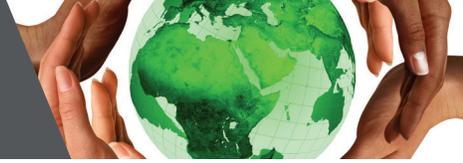
For the third year in a row, the Black/African Ancestry ERG sponsored a "Career Shadow Day" for students from the Thurgood Marshall Academy located in Washington, D.C.

The focus of the day was to show the students the importance of a college education and how certain curriculums can prepare them for the world of consulting.

The students especially enjoyed the office tour, eating lunch with members of our Young Professionals ERG, and team-building exercises. Navigant employees shared their career journeys with the students, including the paths they took to further their education, and how they came to work at Navigant.



Public Charter High School



Fostering Professional Development

The ERGs provide a number of opportunities for personal and professional development.

“I GOT HIT BY A TAXI BUT YOU LOOK RUN OVER!”

The Women’s ERG was thrilled to host a webinar featuring Lisa Dietlin, president & CEO of The Institute of Transformational and author of *I Got Hit By A Taxi But You Look Run Over – Life Lessons About Happiness and Joy*.

Ms. Dietlin talked about how she was a workaholic and then she had a transformational moment of impact (actually getting hit by a taxi!) and realized how to live a life of balance. By attending the webinar, participants came away with looking at life differently and learned key tips to lead a more full and balanced life.



LAWLER KANG

In celebration of Asian-Pacific American Heritage Month (May), the Asian Ancestry ERG also sponsored a webinar featuring Lawler Kang. Mr. Kang discussed “Passion at Work” and walked participants through tools designed to show them the ‘Why’ and ‘How’ behind what we do is more important to our productivity (and happiness) than the ‘What’ we do.



LUPUS 101

The Diversity & Inclusion Program sponsored a webinar on lupus and other autoimmune diseases presented by The Lupus Foundation of America.

The webinar provided attendees with information about:

- What is lupus?
- What causes lupus?
- Who gets lupus?
- Treatments for lupus
- Overview of other autoimmune diseases

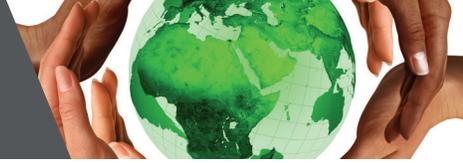
Eighty percent of the public know little or nothing about lupus and often the most at risk are the least familiar with the disease. Employees left with a much better understanding of the disease and how people are living with the disease.

Help Us Solve
The Cruel Mystery
LUPUSTM
FOUNDATION OF AMERICA

CREATING AND MAINTAINING A STRONG COMPETITIVE ADVANTAGE - LEVERAGING LINKEDIN

The Chicago Women’s ERG sponsored a training webinar aimed at helping employees build their presence on LinkedIn.

Whether employees were social media mavens, or just getting started, our own in-house social media specialist guided participants through the process of creating and/or updating their LinkedIn profiles, detailing their experience and role at Navigant effectively, making connections, and sharing thought leadership and industry perspective with their social networks.



THE WOMEN'S CENTER ANNUAL LEADERSHIP CONFERENCE

Navigant was a sponsor at The Women's Center 30th Annual Leadership Conference held on April 9 in McLean, Virginia. Ten women from our Washington, D.C. office attended the day-long event which included round table sessions and a number of speakers, including The Honorable Deborah Lee James, Secretary of the U.S. Airforce and Congresswoman Barbara Comstock of Virginia. Participants raved about the networking and professional development opportunities afforded by the conference.



DISABILITIES 101

In celebration of National Disability Employment Awareness Month (October), the Diversity & Inclusion Program featured a webinar on disabilities presented by The NET.

The webinar provided helpful information for attendees including:

- What is a disability?
- What classifies someone as disabled?
- How embracing employees with disabilities brings a variety of talent and benefits to an organization

Individuals with disabilities are the largest minority group in the United States. 2016's National Disability Employment Awareness Month (NDEAM) theme was "#InclusionWorks." Observed each October, NDEAM celebrates the contributions of workers with disabilities and educates about the value of a diverse workforce inclusive of their skills and talents.



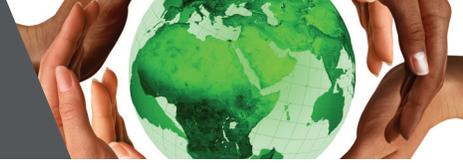
MINORITY CORPORATE COUNSEL ASSOCIATION (MCCA) GLOBAL TEC FORUM

As part of the firm's long-standing support and sponsorship of the MCCA, Navigant employees were provided the opportunity to attend the MCCA Global TEC Forum in San Diego on October 5 - 6. The Global TEC Forum is one of MCCA's signature programs that provides attendees with advanced education seminars focused on leading topics of interest to the corporate legal community and unsurpassed networking opportunities. Navigant employees had the opportunity to attend educational seminars where they learned about the most current trends, opportunities, and challenges facing the corporate legal community.



NATIONAL ASSOCIATION OF WOMEN LAWYERS ANNUAL MEETING AND AWARDS LUNCHEON

For the third year in a row, Navigant was a sponsor at the National Association of Women Lawyers Annual Meeting and Awards Luncheon held on July 14 in New York City. Sponsored by the Women's ERG, Navigant hosted a table of 10 employees and clients and enjoyed an afternoon of networking and professional development.



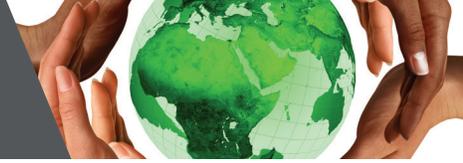
Attracting and Retaining Top Talent

Navigant's employee recruitment efforts are designed to attract and retain the top talent that we need to address our clients' most challenging business problems. This has become a company-wide effort that extends well beyond the work of our talent acquisition team. We are thrilled that in 2016 over 40 percent of our hires were referred to us by current employees.

Navigant's employees recognize that diversity is a competitive necessity and that reaching the broadest pool of candidates is in the best interests of the firm and our clients. Our employees are highly engaged and invested in the recruitment process, and the firm has held multiple trainings to educate our employees on the ever-changing business environment and what diversity is.

In 2016, Navigant continued to enhance the recruitment of veterans, minorities, and individuals with disabilities through partnerships with state and national agencies, national non-profit organizations, government organizations, and multiple career fairs.



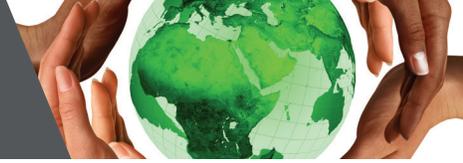


Developing External Relationships

The Diversity & Inclusion Program sponsored the following organizations in 2016:

- American Heart Association
- Association of Cuban-American Engineers
- Association of Women in Water, Energy, and Environment
- CALIBR
- Latino Student Fund
- Mary's Center
- Minority Corporate Counsel Association
- National Asian Pacific American Bar Association
- National Association of Health Services Executives
- National Association of Women Lawyers
- National Council of La Raza
- National LGBT Bar Association
- Professional BusinessWomen of California
- South Asian Bar Association
- The Women's Center
- Women Business Leaders
- Women's Leadership & Mentoring Alliance





Diversity & Inclusion Council Members



JULIE M. HOWARD
Chairman and Chief Executive Officer



SONYA KWON
Council Chair
Managing Director
Disputes & Investigations



JERRY CHANG
Asian Ancestry ERG Co-Chair
Managing Director
Transaction Advisory Services



WARREN WANG
Asian Ancestry ERG Co-Chair
Associate Director
Energy



APRIL FAHR
Black/African Ancestry ERG Co-Chair
Director
Global Investigations and Compliance



JASON GUILD
Black/African Ancestry ERG Co-Chair
Director
Disputes & Investigations



JOHANNA BARRAZA-CANNON
Latino Ancestry ERG Co-Chair
Director
Healthcare



HECTOR ARTZE
Latino Ancestry ERG Co-Chair
Managing Director
Energy



SARAH GOLDEN
LGBTQ+ ERG Co-Chair
Manager
Human Capital



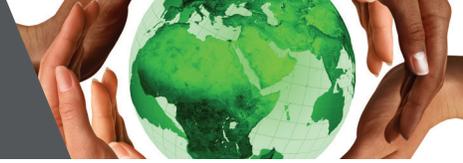
STEVE HUFFINES
LGBTQ+ ERG Co-Chair
Director
Transaction Advisory Services



SHAWN LAMEY
Veteran & Military ERG Co-Chair
Manager
Human Capital



BRIAN HARRELL
Veteran & Military ERG Co-Chair
Director
Energy



Diversity & Inclusion Council Members



KARIN CORFEE
Women's ERG Chair
Managing Director
Energy



LINDSEY KREISHER
Managing Consultant
Global Construction



DAN BRADLEY
Managing Director
Energy



JIMMY BURNETT
Managing Director
Healthcare



REMI KAJOGBOLA
Managing Director
Healthcare



CATHERINE ELLIS
Director
Healthcare



KIRAN SEQUEIRA
Managing Director
Disputes & Investigations



BEJI VARGHESE
Managing Director
Banking, Insurance, and Capital Markets



PAUL ZHANG
Managing Director
Healthcare



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