

# NAVIGANT CONSULTING and the ARK/Epstein Network.

The international children's charity ARK, Absolute Return for Kids, and the Maxwell/Epstein Network, are one and the same. 'NAVIGANT CONSULTING', now Guidehouse, produced the Ground Level Plan for the Ark Academy, London, reduced plan right, full plan at end of document.

The images on the internet archive for Navigant Consulting, for which there are very many captures, tell a fascinating story. The document below is the capture for 06.02.2011, archived here:

<https://web.archive.org/web/20110206110958/http://navigantconsulting.com/>

Since lifeinthemix downloaded many images from the Navigant Consulting website approx. 2011, some reconstruction is possible, and the below selection of images 1,3,5,7,8, on this page have been inserted into pages 61, 63, 65, 67 and 68 below.

Navigant Consulting – navigating the Ark across the water.

## ARK Academy School, Ground Level Plan, Navigant Consulting

### 5.3 PLANS - Ground Level Plan



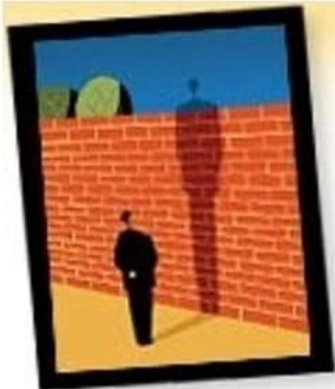
## A selection of images downloaded from Navigant Consulting website, approximately 2011: 'Investor Relations'

1.



Navigant Investor Relations - corporate overview

2.



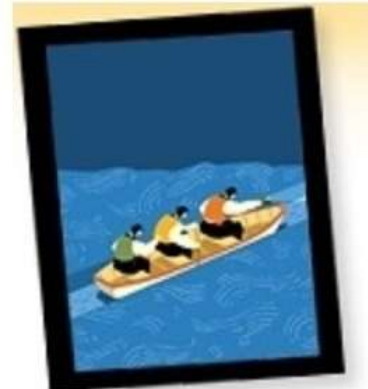
Navigant Investor Relations - stock information

3.



Navigant Investor Relations - SEC filings

4.



Navigant Investor Relations - press releases

5.



Navigant Investor Relations - recent and upcoming events

6.



Navigant Investor Relations - annual quarterly and other reports

7.



Navigant Investor Relations - request for information

8.



Navigant Investor Relations - email alerts

## About NCI

### ABOUT NCI

- » **Company Overview**
  - [Fact Sheet](#)
- » **Leadership Team**
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
- » **Legal / Policies**



## Company Overview

Navigant Consulting, Inc. (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.

### Vision

Navigant's vision is to be the leading global consulting firm, respected for our world-class professionals, and trusted with our clients' most critical business challenges.

### Mission

Navigant's employees around the world work toward this vision by providing advice, information and solutions that make a positive difference for our clients. Four shared values underpin everything Navigant's professionals do:

We are inspired by a steadfast commitment to excellence, and strive to earn the lasting trust of our clients by consistently exceeding their expectations.

We are committed to the continuous development of our people, and celebrate our individual and collective growth and achievements.

We build our firm with an entrepreneurial spirit, fueled by dynamic teamwork and collaboration, and founded on trust and respect for each other.

We believe integrity, dedication and perspective are the keys to ensuring our enduring prosperity and success.

## About NCI

### ABOUT NCI

- » **Company Overview**
  - **Fact Sheet**
- » Leadership Team
- » Corporate Citizenship
- » Locations
- » Corporate Governance
- » Board of Directors
- » Legal / Policies

## Company Overview

### Fact Sheet

Navigant provides independent consulting services across industries undergoing substantial regulatory or business-model change. Representative industries include:

- Construction
- Energy
- Financial Services
- Healthcare
- Government / Public Services
- Legal

With approximately 1,600 global consultants, Navigant provides customized services and support to address critical business issues and enhance stakeholder value. We help clients respond to changing industry regulations and critical market factors that generate uncertainty and corporate exposure. Our solutions lead to conflict resolution, optimized performance and effective risk mitigation for our clients. Navigant services include:

- Claims Services
- Corporate Finance
- Discovery Services
- Disputes
- Economics
- Government Contractor Services
- Investigations
- Risk Management & Compliance

### Employees

- Approximately 1,600 consultants
- Over 2,100 employees
- Navigant professionals have the requisite experience and credentials to assist clients in responding to current – and prepare for prospective – business challenges. Professional certifications and designations that contribute to the Navigant composite include:
  - Certified Public Accountants (CPA) and Chartered Accountants (CA)
  - Certified Fraud Examiners (CFE)
  - Certified Financial Analysts (CFA)
  - Certified Internal Auditors (CIA)
  - Certified Management Accountants (CMA)
  - Certified Anti-Money Laundering Specialists (CAMS)
  - Certified Insolvency & Restructuring Analysts (CIRA)
  - Investigative and Forensic Accountant (IFA)
  - Valuation/Appraiser Certifications (ASA, AVA, CBV, CVA)
  - NASD Series 7, 24, 63
  - Juris Doctor (JD)
  - Philosophiae Doctor (PhD)
  - Professional Engineers (PE) and licensed architects
  - Healthcare experts degreed in science, medicine and health administration including doctors, registered nurses, physical therapists and professional coders
  - Certified Information Security Professionals (CISSP)
  - Six Sigma Green & Black Belts



## Financial

- Publicly traded since 1996 (NYSE: NCI)
- 2009 Revenues: \$707 million
- 2009 EBITDA: \$84 million

[View full financial and investor relations information.](#)

## Locations

Navigant Consulting is headquartered in Chicago, Illinois and has offices throughout the world, including core offices in London, Los Angeles, New York, San Francisco, Toronto and Washington, DC. [View global presence.](#)

## Company Leadership

### Executive Management Team

- William M. Goodyear, Chairman and Chief Executive Officer
- Julie M. Howard, President and Chief Operating Officer
- Tom Nardi, Executive Vice President and Chief Financial Officer
- Jeffrey H. Stoecklein, Vice President, Corporate Development
- Monica Weed, Vice President, General Counsel and Corporate Secretary
- David E. Wartner, Vice President and Controller

[View executive management team biographies.](#)

### Company Board of Directors

- William M. Goodyear, Chairman and Chief Executive Officer, Navigant Consulting, Inc.
- Thomas A. Gildehaus, Retired Executive Vice President, Deere & Co.
- Cynthia Glassman, Former Under Secretary for Economic Affairs at the U.S. Department of Commerce
- Stephan A. James, Retired Chief Operating Officer, Accenture
- Peter B. Pond, General Partner, Alta Equity Partners
- Samuel K. Skinner, Retired Chairman, President and CEO, U.S. Freightways Corporation
- Governor James R. Thompson, Senior Chairman, Winston & Strawn, Former Governor of the State of Illinois
- Michael L. Tipsord, Vice Chairman and Chief Financial Officer of State Farm Insurance Companies

[View Board of Directors biographies.](#)

## Corporate Headquarters

30 South Wacker Drive, Suite 3550  
Chicago, IL 60606  
312-573-5600 (main)  
312-573-5678 (fax)

## Media Contacts

### Andrew Bosman

Chief Marketing Officer  
312.573.5631

[✉ E-mail](#)

### Carrie Grapenthin

Director, Corporate Communications  
312.573.5636

[✉ E-mail](#)

## Additional Contacts

© 2011 Navigant Consulting, Inc. | [site feedback](#) | [privacy policy](#)

[home](#) | [industries](#) | [services](#) | [professionals](#) | [knowledge center](#) | [about nci](#) | [investor relations](#) | [careers](#) | [contact us](#)

Navigant Consulting is not a certified public accounting firm and does not provide audit, attest, or public accounting services.

"NAVIGANT" is a service mark of Navigant International, Inc. Navigant Consulting, Inc. (NCI) is not affiliated, associated, or in any way connected with Navigant International, Inc., and NCI's use of "NAVIGANT" is made under license from Navigant International, Inc. [Click here for a complete listing of private investigator licenses.](#)

## About NCI

### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
  - William Goodyear
  - Julie M. Howard
  - Tom Nardi
  - Jeffrey H. Stoecklein
  - Monica Weed
  - David Wartner
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
- » **Legal / Policies**

## Leadership Team



### William M. Goodyear

Chairman and Chief Executive Officer



Mr. Goodyear joined Navigant Consulting in May 2000 and has served as a member of the Board of Directors since December 1999. He also serves on the governing boards of numerous professional and civic organizations.

### Julie M. Howard

President and Chief Operating Officer



Ms. Howard joined Navigant Consulting in 1998 with 15 years of experience in professional services environments and management experience in Human Capital and Operations Management.

### Tom Nardi

Executive Vice President and Chief Financial Officer



Mr. Nardi joined Navigant Consulting in November 2008. He has more than 30 years of accounting, operating and financial management expertise. Prior to joining Navigant Consulting, Mr. Nardi served as Executive Vice President and CFO of Peoples Energy.

### Jeffrey H. Stoecklein

Vice President, Corporate Development



Mr. Stoecklein joined Navigant Consulting in February 2000 and has since managed numerous transactions and investments for the company. His responsibilities include acquisitions and divestitures as well as other strategic company investments.

### Monica Weed

Vice President, General Counsel and Corporate Secretary



Ms. Weed has responsibility for managing NCI's legal, compliance and business risk matters. Prior to joining Navigant Consulting, Ms. Weed served as Associate General Counsel for Baxter Healthcare Corporation.

### David Wartner

Vice President and Controller



As Vice President and Controller, Mr. Wartner is responsible for leading and directing the corporate accounting and financial reporting functions, including the day-to-day accounting, internal and external financial reporting, tax and payroll functions. Responsibilities also include overseeing the Company's Sarbanes-Oxley Section 404 compliance, working with NCI business units to monitor and manage

practice business metrics, and address and maintain the Company's working capital needs.

[© 2011 Navigant Consulting, Inc.](#) | [site feedback](#) | [privacy policy](#)

[home](#) | [industries](#) | [services](#) | [professionals](#) | [knowledge center](#) | [about nci](#) | [investor relations](#) | [careers](#) | [contact us](#)

Navigant Consulting is not a certified public accounting firm and does not provide audit, attest, or public accounting services.

"NAVIGANT" is a service mark of Navigant International, Inc. Navigant Consulting, Inc. (NCI) is not affiliated, associated, or in any way connected with Navigant International, Inc., and NCI's use of "NAVIGANT" is made under license from Navigant International, Inc. [Click here for a complete listing of private investigator licenses.](#)

## About NCI

### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
  - **William Goodyear**
  - Julie M. Howard
  - Tom Nardi
  - Jeffrey H. Stoecklein
  - Monica Weed
  - David Wartner
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
- » **Legal / Policies**

## Leadership Team



### William Goodyear

Chairman and Chief Executive Officer



Mr. Goodyear joined Navigant Consulting, Inc. as Chairman and CEO in May 2000 and has served as a member of the Board of Directors since December 1999. He is the immediate past Chairman and former CEO of Bank of America, Illinois, where he gained experience in challenging environments that demand leadership and strategic direction in order to take advantage of current or potential marketplace opportunities.

He served as President of Bank of America's Global Private Bank and was Vice Chairman and a member of the Board of Directors of Continental Bank prior to its 1994 merger with BankAmerica Corporation. While at Bank of America, Illinois, Mr. Goodyear directed the integration of Continental Bank into Bank of America following the companies' merger in 1994. After the 1998 merger between Bank of America and NationsBank, he served as President of the combined companies' Global Private Bank.

Currently, Mr. Goodyear serves on the governing boards of numerous professional and civic organizations, including The Chicago Public Library Foundation, the University of Notre Dame, Rush-Presbyterian St. Luke's Medical Center, the Museum of Science and Industry, and Big Shoulders. He is a member of the Financial Council of the Archdiocese of Chicago. He also serves on the corporate board of the Equity Office Properties Trust, where he is Chairman of its Audit Committee.

Mr. Goodyear received his Masters in Business Administration, with Honors, from the Amos Tuck School of Business at Dartmouth College, and his Bachelor's Degree in Business Administration, with Honors, from the University of Notre Dame. He is also a Certified Public Accountant. Mr. Goodyear was recognized by Consulting Magazine in 2004 as one of the "Top 25 Most Influential Consultants."

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
  - » [William Goodyear](#)
  - » [Julie M. Howard](#)
  - » [Tom Nardi](#)
  - » [Jeffrey H. Stoecklein](#)
  - » [Monica Weed](#)
  - » [David Wartner](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)

## Leadership Team

### Julie M. Howard

President and Chief Operating Officer



Ms. Julie Howard joined Navigant Consulting Inc. in 1998 and currently serves as its President and Chief Operating Officer. Ms. Howard is responsible for the overall management of company operations, to include business unit operations, strategic planning and human capital development.

As President and Chief Operating Officer, Ms. Howard plays an integral role in the development and implementation of strategic objectives and initiatives, and establishes key company-wide operating disciplines. She has responsibility for the day-to-day management of company profitability, operations and infrastructure, to include international practice operations, business development, compensation strategy, professional development, marketing and communications and administrative operations. Ms. Howard also leads the annual strategic planning and budgeting cycle and actively participates in all quarterly Board meetings.

Navigant has experienced dramatic growth (both organic and through acquisition) over the last several years, and Ms. Howard has spearheaded the efforts to build an integrated operational foundation to strategically support the organization's growth trajectory. She has developed and instituted major programs to support the development of a growth-oriented organization, including strategic compensation and retention programs, practice profitability and business mix enhancements, organizational re-alignments, integrated brand management, and women's leadership development.

Ms. Howard's role in the Company's external matters includes interaction with clients and the shareholders community. She briefs analysts and institutional investors, and represents the Company in industry and client forums. Ms. Howard is leading Navigant's initiative to increase awareness and participation in Chicago's civic, non-profit and corporate community.

Ms. Howard is a graduate of the University of Wisconsin, with a Bachelor of Science degree in Finance. She has also completed several Harvard Business School Executive Education programs with a focus in Finance and Management. Ms. Howard serves on the Board of Governors at the Metropolitan Planning Council and serves as a member on their Audit & Finance Committee.



## About NCI

### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
  - William Goodyear
  - Julie M. Howard
  - **Tom Nardi**
  - Jeffrey H. Stoecklein
  - Monica Weed
  - David Wartner
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
- » **Legal / Policies**

## Leadership Team



### Tom Nardi

Executive Vice President and Chief Financial Officer



Mr. Nardi joined Navigant Consulting in November 2008. He has more than 30 years of accounting, operating and financial management expertise. Prior to joining Navigant Consulting, Mr. Nardi served as Executive Vice President and CFO of Peoples Energy.

Mr. Nardi has leadership responsibility for the Firms' Finance & Accounting, Information Technology, Investor Relations and Real Estate / Office Operations.

## About NCI

### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
  - William Goodyear
  - Julie M. Howard
  - Tom Nardi
  - **Jeffrey H. Stoecklein**
  - Monica Weed
  - David Wartner
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
- » **Legal / Policies**

## Leadership Team



### Jeffrey H. Stoecklein

Vice President, Corporate Development



Mr. Stoecklein joined Navigant Consulting in February 2000 and has since managed numerous transactions and investments for the company. His responsibilities include acquisitions and divestitures as well as other strategic company investments.

Mr. Stoecklein has over twenty years of experience in corporate development and business transactions. Directly prior to joining Navigant Consulting, he was a partner at The Saranow Group, a private investment and investment advisory firm which focused on certain manufacturing and service business sectors. Prior to that, Mr. Stoecklein was Vice President of Corporate Development at Fluid Management LLC, a world-leading manufacturer of equipment for the paint, ink and food industries, which was successfully sold to a NYSE company in 1996.

Previously, he spent over fifteen years with a consulting firm, the last ten years as Vice President. The firm specialized in developing and implementing international technology licensing and acquisition strategies. Mr. Stoecklein worked primarily with clients in the United States, Europe and the Pacific Rim, on assignments in a wide range of industries.

He is a graduate of Western Illinois University, with a Bachelor of Science degree in Finance and belongs to various organizations, including the Association for Corporate Growth.

## About NCI

### ABOUT NCI

## Leadership Team

- » **Company Overview**
- » **Leadership Team**
  - William Goodyear
  - Julie M. Howard
  - Tom Nardi
  - Jeffrey H. Stoecklein
  - **Monica Weed**
  - David Wartner
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
- » **Legal / Policies**

### Monica Weed

Vice President, General Counsel and Corporate Secretary



Ms. Weed has responsibility for managing NCI's legal, compliance and business risk matters. Prior to joining Navigant Consulting, Ms. Weed served as Associate General Counsel for Baxter Healthcare Corporation.



## About NCI

### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
  - William Goodyear
  - Julie M. Howard
  - Tom Nardi
  - Jeffrey H. Stoecklein
  - Monica Weed
  - **David Wartner**
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
- » **Legal / Policies**

## Leadership Team



### David Wartner

Vice President and Controller



As Vice President and Controller, Mr. Wartner is responsible for leading and directing the corporate accounting and financial reporting functions, including the day-to-day accounting, internal and external financial reporting, tax and payroll functions. Responsibilities also include overseeing the Company's Sarbanes-Oxley Section 404 compliance, working with NCI business units to monitor and manage practice business metrics, and address and maintain the Company's working capital needs.

Mr. Wartner joined Navigant Consulting from Packaging Dynamics Corporation, where he served as Vice President, Finance and Corporate Controller. Prior to his position at Packaging Dynamics Corporation, Mr. Wartner held several other senior financial roles, including Vice President and Chief Financial Officer at SEI Information Technology. Mr. Wartner also worked for six years in the audit and financial consulting practice at Price Waterhouse, LLP (now PricewaterhouseCoopers, LLP).

## About NCI

### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
- » **Corporate Citizenship**
  - **Community Outreach**
  - **Environmental Sustainability**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
- » **Legal / Policies**

## Corporate Citizenship



At Navigant Consulting, we recognize the value of corporate social responsibility and strive to promote positive change in our communities and environment. We are proud to share the 2009 Corporate Citizenship Annual Report, which celebrates the coordinated efforts of our Firm and our employees to drive positive change.

[Click here to view our 2009 Corporate Citizenship Annual Report](#)

*Navigant Consulting 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 foundation, and promote thought leadership to effectively drive positive change within our local communities.*

#### - Navigant Consulting's Corporate Citizenship Statement

At Navigant Consulting, we are committed to leveraging our people, knowledge, skills and resources to assist in advancing the lives of individuals in communities where we operate. We strive to promote positive change and demonstrate our shared values through a steadfast commitment to our clients, community and environment. We support organizations that:

- Seek to improve the health and welfare of individuals in need.
- Create programs and environments that promote learning, growth and personal and professional development opportunities for young people.
- Provide services and resources to those who require assistance.
- Strive to promote cultural enrichment, social awareness and environmental enhancements in the communities we serve.

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
  - [Community Outreach](#)
  - [Environmental Sustainability](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)

## Corporate Citizenship

### Community Outreach



Navigant employees are dedicated corporate citizens demonstrated by the passion exhibited for volunteerism as well as through the strength in the partnerships they form with local charitable organizations. Our efforts are guided by a commitment to educate and empower tomorrow's leaders by creating opportunities for young people to grow, develop and collaborate. Through mentorship alliances, local partnerships with schools across the country, and participation in charitable programs, 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. Navigant employees demonstrate an outstanding commitment to bettering the community through serving as board members and advisors of non-profits, contributing pro bono work to businesses and individuals in need and participating in local charity events. Some program highlights include:

**Mentoring Children in Chicago** - Navigant employees in Chicago have partnered with a local school to promote education and youth development. Over 60 employees in the Chicago office work with 4th and 5th grade students to facilitate an environment of personal growth and learning and to provide mentorship and support. Once a month, 100 public-school students come to our Chicago office to meet one-on-one with their Navigant mentors. Navigant employees have created a fun, interactive way for young people to explore the world of business. In addition to reinforcing the value of teamwork, our mentoring program teaches valuable skills including entrepreneurship, financial management, public speaking, marketing, and techniques for effective communication.

**Supporting the American Heart Association in Washington DC** - Navigant's Washington DC office has been actively involved with supporting the American Heart Association (AHA) and Lawyers Have Heart for the past seven years. Over 60 employees participate in the annual fundraising run/walk for the organization that promotes healthier lives, free of cardiovascular disease and stroke. Working with the AHA has given employees the opportunity to connect with clients while giving back to an important cause.

**Connecting London's Youth to the Business Opportunities** - Navigant's London office has established the Young Persons Programme (YPP), which provides young people with opportunities to gain personal experience about the business environment and to understand the role it plays in promoting positive societal change. Our volunteers act as mentors to inspire young people to pursue their own goals while providing them with valuable skills they will need to achieve personal success. YPP's belief that first-hand business experience should be of equal importance to academic qualifications for employers is directly aligned with Navigant's corporate citizenship platform and purpose.

**Toronto Office Charity Day** - Over 50 employees in Navigant's Toronto office spend a day each summer volunteering at charitable and non-profit organizations throughout the local community. Through this program, our employees have contributed to a wide variety of local charitable groups and make a positive impact on the lives of many individuals. Some of the organizations they have worked with include a care center for developmentally disabled children, a housing project for low income residents, a neighborhood environmental group promoting urban sustainability, a national literacy organization and a local homeless shelter.

**Charitable Giving** - Navigant has established two charitable foundations which administer monetary donations to causes that are important to our employees and our clients. The Lending a Hand Foundation is a registered 501(c)3 organization established in 2005 originally to provide a mechanism by which employees and the Firm could make donations to support Hurricane Katrina relief efforts. Since 2005, the Foundation has distributed more than 3 million dollars to support hundreds of charitable organizations in The United States and Canada. The Navigant Foundation was established in 2008 and is registered in England, Wales and Scotland. The Foundation financially supports a number of charitable organizations within the United Kingdom, supplemented by employee volunteerism, that aid various causes including those that help children, the homeless and cancer prevention.

© 2011 Navigant Consulting, Inc. | [site feedback](#) | [privacy policy](#)

[home](#) | [industries](#) | [services](#) | [professionals](#) | [knowledge center](#) | [about nci](#) | [investor relations](#) | [careers](#) | [contact us](#)

Navigant Consulting is not a certified public accounting firm and does not provide audit, attest, or public accounting services.

"NAVIGANT" is a service mark of Navigant International, Inc. Navigant Consulting, Inc. (NCI) is not affiliated, associated, or in any way connected with Navigant International, Inc., and NCI's use of "NAVIGANT" is made under license from Navigant International, Inc. [Click here for a complete listing of private investigator licenses.](#)

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
  - [Community Outreach](#)
  - [Environmental Sustainability](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)

## Corporate Citizenship

### Environmental Sustainability



Navigant Consulting seeks to identify, promote and facilitate sustainable business activities. Our mission is to develop best-practice guidelines and to implement solutions 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 the following initiatives to build a strong foundation of sustainability.

- Received Global ISO14001 certification for the Firm.
- Attained FSC certification for large-scale print projects ensuring sustainable production, printing, and distribution processes.
- Formed a firm-wide Sustainability Committee to research and develop opportunities to reduce the Firm's environmental impact from our daily operations and to ensure communication and knowledge sharing amongst all of our practices and geographies.
- Established a Senior Advisory Sustainability Council of our leading in-house subject matter experts to drive our long-term strategy and amplify our effectiveness in greening our Firm.

Below are examples of the practices we have already put in place to help minimize our impact on the environment.

- Promoting electronic delivery as our primary mechanism for thought leadership distribution.
- Encouraging the use of communications technologies to minimize non-essential travel and transport-related environmental impacts.
- Adhering to local office recycling guidelines to reduce paper and other waste.
- Encouraging our employees to utilize mass transit by providing pre-tax transportation benefits.
- Supporting virtual employment and flexible working arrangements, limiting the impact of our employees' commutes.
- Running a firm-wide 'Green Challenge' to reduce our individual and collective demands for paper, ink and waste



INTERNET ARCHIVE  
**Wayback Machine**  
58 captures  
10 Mar 2008 - 29 Aug 2011

Go DEC FEB AUG  
2010 06 2011 2012  
About this capture



Search entire site

Access to fetch has likely been blocked by CORS policy

select a region

- NORTH AMERICA
- EUROPE
- ASIA

select a city

- CANADA
  - Ottawa, ON
  - Toronto, ON
  - Montreal, QC
  - Québec City, QC
- UNITED STATES
  - Phoenix, AZ
  - Irvine, CA
  - Los Angeles, CA
  - Palo Alto, CA
  - Rancho Cordova, CA
  - San Francisco, CA

ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)

Virtual Briefcase | 00

Your Virtual Briefcase is empty.

Click "Add to Briefcase" throughout the site to store items here for download at the end of your visit.

[Download All](#) ↓

Navigant Consulting is not a certified public accounting firm and does not provide audit, attest, or public accounting services.

"NAVIGANT" is a service mark of Navigant International, Inc. Navigant Consulting, Inc. (NCI) is not affiliated, associated, or in any way connected with Navigant International, Inc., and NCI's use of "NAVIGANT" is made under license from Navigant International, Inc. [Click here for a complete listing of private investigator licenses.](#)



Access to fetch has likely been blocked by CORS policy

select a region

[NORTH AMERICA](#)

[EUROPE](#)

[ASIA](#)

select a city



## ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)

 **Virtual Briefcase** | 00

Your Virtual Briefcase is empty.

Click "Add to Briefcase" throughout the site to store items here for download at the end of your visit.

[Download All](#) ↓

Access to fetch has likely been blocked by CORS policy

select a region

NORTH AMERICA

EUROPE

ASIA

select a city

CHINA

Shanghai PRC

HONG KONG

Wanchai

REPUBLIC OF SINGAPORE

Singapore



### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)



Virtual Briefcase | 00

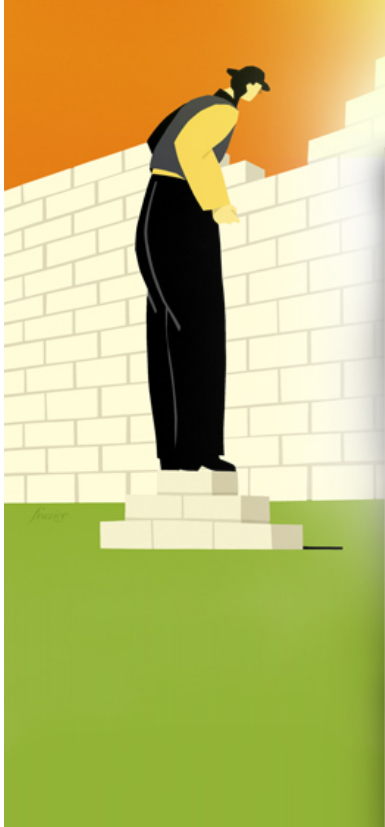
Your Virtual Briefcase is empty.

Click "Add to Briefcase" throughout the site to store items here for download at the end of your visit.

Download All ↓

## About NCI

### ABOUT NCI



## Corporate Governance

Navigant Consulting, Inc. is committed to conducting all of its business activities with integrity and excellence, and ensuring the trust of our shareholders, customers, employees and business partners. This section of our website provides key documents related to our corporate governance, as well as a copy of the Navigant Consulting [Code of Business Standards and Ethics](#).

[Shareholder Rights Plan Policy PDF](#)

- » **Company Overview**
- » **Leadership Team**
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
  - [Governance Guidelines](#)
  - [Code of Business Standards & Ethics](#)
  - [Audit Committee Charter](#)
  - [Compensation Committee Charter](#)
  - [Nominating & Governance Committee Charter](#)
  - [Standards for Director Independence](#)
- » **Board of Directors**
- » **Legal / Policies**

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
  - [Governance Guidelines](#)
  - [Code of Business Standards & Ethics](#)
  - [Audit Committee Charter](#)
  - [Compensation Committee Charter](#)
  - [Nominating & Governance Committee Charter](#)
  - [Standards for Director Independence](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)



## Corporate Governance

### Governance Guidelines

#### Corporate Governance Guidelines\*

##### Purpose

- Establish policies and procedures.
- Facilitate efficient Board and committee operations.

##### I. General

The Board of Directors represents the plural interests of the Company and all shareholders in striving to build sustainable corporate value with appropriate consideration of the interests of the other corporate stakeholders.

##### II. Primary Duties of Board of Directors

- Exercise independent and prudent judgment.
- Select and evaluate the Chairman and Chief Executive Officer.
- Review financial condition and ensure adequate financial controls are in operation and declare dividends.
- Approve and monitor management's strategic plan.
- Review and appraise operating performance.
- Ensure adequate management development and succession plan.
- Ensure high standards of internal control, business ethics, and legal and regulatory compliance.
- Respect and maintain the proprietary nature and confidentiality of corporate information, including, but not limited to, business plans, undisclosed financial, marketing and other information to which they are privy as Directors and not make use of any information which is confidential and proprietary to the Company in connection with the business decisions of other institutions or enterprises.
- Avoid conflicts of interest and, if one arises, report it promptly to the Chairman.
- Consider need for director orientation and continuing education, as necessary and appropriate.
- Conduct annual self-evaluation.

##### III. Board Committees

- The Board of Directors resolutions setting forth the duties of the various standing committees, as they may be revised periodically, and the "Committee Guidelines" attached hereto, is incorporated herein by reference.
- The Audit Committee, the Compensation Committee and the Nominating and Corporate Governance Committee will exercise the independent responsibilities required by the Sarbanes-Oxley Act of 2002, SEC regulations and the corporate governance rules of the New York Stock Exchange.
- Committee memberships shall be rotated periodically in a manner that promotes diversity of thought without sacrificing Board stability and continuity.

##### IV. Board Meeting Schedule

- The Board will establish the number of regular meetings each year.
- The non-management members of the Board will meet in regularly scheduled executive sessions, either separately or in conjunction

with meetings of the full Board.

- A review of the Company's strategic plan shall be made annually.

#### **V. Board Meeting Agenda**

- Meetings shall include oral reports by Board committees that have met since the previous Board meeting.
- All proposed resolutions shall be available in the Board books for Board review before the meeting begins.
- Written descriptions of significant investment or divestment and other complex proposals shall be given to the Board as soon as practicable prior to the meeting.
- Major discretionary proposals shall be reviewed at more than one meeting if business circumstances permit.

#### **VI. Management Reports To Board**

- Monthly Financial Report booklet.
- Special reports on current topics of interest shall be mailed monthly, e.g., market outlook, security analysts' reports, etc.
- The Board shall receive copies of all significant Company news releases.
- At Board meetings, management shall review:
  - Significant business results, events and issues
  - Other relevant matters.
- At Committee meetings:
  - See Committee Guidelines

#### **VII. Management Attendance At Board Meetings**

- Company attendees invited by Chairman and Chief Executive Officer or requested by the Board.
- The Board shall meet at regularly scheduled executive sessions without management. Such executive sessions may be held in conjunction with regularly scheduled Board meetings or separately. The Board shall elect a "Presiding Director" for purposes of the Rules of the New York Stock Exchange.

#### **VIII. Minutes**

- Minutes of regular meetings shall be prepared by the Secretary and distributed for Board review in a timely fashion.
- When deemed appropriate by the Presiding Director, executive session minutes shall be prepared and circulated to all non-management Directors for approval. Other Directors shall have access to executive session minutes to the extent deemed appropriate by the Presiding Director.
- Minutes of committee meetings shall be forwarded to the appropriate committee chairman in advance of general distribution.
- The independent accountants shall have access to all minutes. The General Counsel shall have access to executive session minutes to the extent deemed appropriate by the Presiding Director.

#### **IX. Board Relations**

It is the Chairman and Chief Executive Officer's responsibility to:

- Represent the Board and the Company in relations with external constituencies, i.e., shareholders, media, government, etc.
- Ensure that shareholders have adequate opportunity to express views or seek information about the Company and periodically report significant discussions to the Board. The means for shareholder access to the Company, including a method for interested parties to communicate directly with the Presiding Director or with the non-management directors as a group, shall be communicated in the Annual Report to Shareholders.

It is the Directors' responsibility to:

- Direct inquiries from external constituencies or employees to the Chairman and Chief Executive Officer (unless it is inappropriate to do so).
- The Board shall have the right to retain independent legal and other advisors, at the Company's expense, as necessary and appropriate.

*\*As approved by the Board of Directors on April 21, 2004.*

Navigant Consulting is not a certified public accounting firm and does not provide audit, attest, or public accounting services.

"NAVIGANT" is a service mark of Navigant International, Inc. Navigant Consulting, Inc. (NCI) is not affiliated, associated, or in any way connected with Navigant International, Inc., and NCI's use of "NAVIGANT" is made under license from Navigant International, Inc. [Click here for a complete listing of private investigator licenses.](#)

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
  - [Governance Guidelines](#)
  - [Code of Business Standards & Ethics](#)
  - [Audit Committee Charter](#)
  - [Compensation Committee Charter](#)
  - [Nominating & Governance Committee Charter](#)
  - [Standards for Director Independence](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)

## Corporate Governance

### Code of Business Standards & Ethics

#### Navigant Consulting Code of Business Standards and Ethics\*

##### I. Introduction

This Code of Business Standards and Ethics (this "Code") summarizes the principles of honest and ethical conduct that Navigant Consulting, Inc. (the "Company") expects every employee, officer and member of the Board of Directors ("Director") to know and follow. Anyone who violates the letter or spirit of these policies is subject to disciplinary action, up to and including termination.

This Code highlights significant legal and ethical issues that may arise, and identifies the mechanisms available to report potential illegal or unethical conduct. It is not a comprehensive document that addresses every legal or ethical issue that an employee, officer or Director may confront, nor is it a summary of all laws and policies that apply to the Company's business. Ultimately, no code of business standards and ethics can replace good judgment and responsible behavior. If you have any questions about this Code, you should consult with the Company's General Counsel. If you have reason to believe someone may be violating this Code, you should report such violations through any of the channels identified in Section XI below. No one at the Company has the authority to make exceptions to this Code, other than our Board of Directors or the Nominating and Governance Committee of our Board of Directors.

##### II. Compliance with Laws, Rules and Regulations

Employees, officers and Directors must comply fully with all applicable federal, state and local laws, rules and regulations that govern the Company's business conduct, including, without limitation, antitrust laws, employee health and safety laws, environmental laws, securities laws and the Foreign Corrupt Practices Act.

##### Antitrust Laws

The criminal provisions of the antitrust laws prohibit, among other things, any agreement between competitors regarding prices to be charged, competitive bidding, clients to be solicited or geographic areas to be served. These types of agreements are routinely prosecuted as criminal offenses. Both the individual perpetrators, and the companies they represent, may be charged with criminal activity and, if convicted, may be subject to severe penalties, including substantial fines and prison terms for the individuals involved in the illegal activity. Antitrust violations also subject the Company to civil suits (often large-scale class actions) in which clients or other successful plaintiffs are entitled to recover three times the damages they prove, plus their attorneys' fees.

Any contact with a competitor may be troublesome. An agreement between competitors need not be written or precise in order to be challenged under the antitrust laws; a general and informal understanding is sufficient. Thus, illegal agreements are often proved through circumstantial evidence of "small talk," "casual discussions" and "harmless" exchanges of business information. You should avoid such discussions, whether they occur in a large, formal group or in a social setting following a trade association or similar meeting.

If a competitor raises a competitively sensitive topic or any other matter





that you believe might violate the antitrust laws, our Company policy, or this Code, you should immediately and firmly decline to discuss it and inform the Company's General Counsel as soon as possible.

#### **Employee Health and Safety Laws**

The Company is committed to providing a healthy and safe work environment. To that end, we must comply fully with all federal, state and local health and safety laws, rules and regulations. It is your responsibility to prevent accidents by maintaining a safe work environment and following safe work procedures and practices.

It is Company policy to forbid the possession and use of illegal drugs by any employee, officer or Director while engaged on Company business or in the workplace. The responsible use of alcohol is not prohibited, provided that such use does not affect your work or your relationships with fellow employees and does not contravene otherwise applicable laws or client rules, for example when you are working at client locations. There is no valid reason ever to be in possession of a weapon or firearm while on Company property or at a client's premises.

#### **Environmental Laws**

The Company's policy is to obey strictly the laws that protect the environment. Any person who knowingly or negligently violates requirements or prohibitions of such laws, including the stated conditions of approved permits, can be subject to substantial fines and penalties, both civil and criminal.

#### **Foreign Corrupt Practices Act**

In general, the Foreign Corrupt Practices Act ("FCPA") prohibits the Company from making, or offering to make, payments or promises to foreign governments, foreign officials, foreign political parties, candidates for foreign political office or other persons known to be conduits to such recipients, if the purpose of such payment or promise is to obtain or retain business or to direct business to any other person. Both civil and criminal liability is imposed for violations of the FCPA requirements and proscriptions. The Company's policy is to comply fully with the FCPA.

#### **Records Retention**

Employees and officers are expected to become familiar with the Company's and clients' policies regarding records retention applicable to them and to adhere to those policies. (In general, Directors are not responsible for retaining records relating to the Board of Directors' activities; that is the corporate secretary's responsibility.) If an employee, officer or Director becomes aware of a subpoena or a pending, imminent or contemplated litigation or government investigation relating to the Company, or has reason to believe that a violation of the Company's or a client's records retention policy has been or is being committed, he or she should contact the Company's General Counsel immediately.

### **III. Prohibition against Insider Trading**

In general, employees, officers and Directors who have access to, or knowledge of, material nonpublic information from or about the Company are prohibited from buying, selling or otherwise trading in the Company's stock or other securities. "Material nonpublic" information includes any information, positive or negative, that has not yet been made available or disclosed to the public and that might be of significance to an investor, as part of the total mix of information, in deciding whether to buy or sell the Company's stock or other securities.

Such insiders also are prohibited from giving "tips" on material nonpublic information. Employees may not directly or indirectly disclose such information to any other person, including family members, other relatives and friends, so that they may trade in the Company's stock. Further, if during the course of your employment with the Company you acquire material nonpublic information about another company, such as one of our clients, or you learn that the Company is planning a major transaction with another company (such as an acquisition), you are restricted from trading in the securities of the other company.

Such "insider trading" is both unethical and illegal, with criminal penalties of up to \$5 million and a jail term of up to 20 years, and civil penalties of up to three times the illegal profit gained or loss avoided.

The Company's policies regarding insider trading are set forth more completely in our Employee Handbook.

### **IV. Corporate Conflicts of Interest**

Business decisions should be made in the best interest of the Company, not motivated by personal interest or gain. Therefore, as a matter of Company policy, all employees, officers and Directors should try to avoid such conflicts of interest. When conflicts, or potential conflicts, arise, they should be promptly disclosed to the Company as described in the last paragraph of this section. In many cases, such potential conflicts may be "cured" by full and timely disclosure and by recusing oneself from any personal involvement in the relevant business decision. In other cases, the appropriate Company representative may be willing to waive or consent to the conflict, but only after full disclosure and appropriate consideration.

A "conflict of interest" occurs when an individual's personal interests interfere or conflict in any way (or even appear to interfere or conflict) with the interests of the Company. A conflict of interest situation can arise when an employee, officer or Director takes actions or has interests (financial or other) that may make it difficult to perform his or her Company work objectively and effectively. Conflicts of interest also may arise when an employee, officer or Director, or a member of his or her family, receives improper personal benefits as a result of his or her position in the Company, regardless of whether such benefits are received from the Company or a third party. Loans to, or guarantees of obligations of, employees, officers and Directors and their respective family members are of special concern. Federal law currently prohibits the Company from making loans to Directors and executive officers.

Questions about potential conflicts of interest should be addressed to the Company's General Counsel. Employees should make any necessary disclosures of actual or potential conflicts of interest in writing to the General Counsel. Officers and Directors should make any necessary disclosures of actual or potential conflicts of interest in writing to the Chairman of the Nominating and Governance Committee.

#### **V. Corporate Opportunities and Clients**

Employees, officers and Directors are prohibited from: (a) taking for themselves personally opportunities that properly belong to the Company or are discovered through the use of corporate property, information or position; (b) using corporate property, information or position for personal gain; and (c) competing with the Company during the period of their employment. In addition, some officers and employees may have contracts prohibiting or limiting certain forms of competition with the Company for a period of time after their employment ends.

All clients are clients of the Company. This is true even though in many cases clients may have come to the Company as a result of personal relationships, or individual efforts, expertise or reputations.

Questions about potential corporate opportunities or client relationships should be addressed to the Company's General Counsel. Employees should make any necessary disclosures or requests for consent in writing to the General Counsel. Officers and Directors should make any necessary disclosures or requests for consent in writing to the Chairman of the Nominating and Governance Committee.

[Code of Business Standards and Ethics PDF](#)

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
  - [Governance Guidelines](#)
  - [Code of Business Standards & Ethics](#)
  - [Audit Committee Charter](#)
  - [Compensation Committee Charter](#)
  - [Nominating & Governance Committee Charter](#)
  - [Standards for Director Independence](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)



## Corporate Governance

### Audit Committee Charter

There shall be a committee of the Board of Directors (the "Board") of Navigant Consulting, Inc. (the "Company") that shall be called the Audit Committee (the "Committee").

#### I. Audit Committee Purpose

The purpose of the Committee is to be directly responsible for the appointment, retention, compensation and oversight over the work of the Company's independent public accountants. The Committee's primary duties and responsibilities are to:

- Monitor the integrity of the Company's financial statements, financial reporting process and systems of internal controls regarding finance and accounting.
- Monitor the Company's compliance with legal and regulatory requirements.
- Monitor the qualifications and independence of the Company's independent public accountants.
- Monitor the performance of the Company's internal audit function and independent public accountants.
- Prepare the report that SEC rules require be included in the Company's annual proxy statement.
- Provide an avenue of communication among the independent public accountants, internal audit function, management and the Board.
- Monitor significant litigation and financial risk exposure.

The Committee has the authority to conduct any investigation appropriate to fulfilling its responsibilities, and it has direct access to the independent public accountants as well as anyone in the Company. The Committee has the ability to retain, at the Company's expense, special legal, accounting, or other consultants or experts it deems necessary in the performance of its duties.

#### II. Composition and Meetings

The Committee shall be comprised of at least three directors. Each member of the Committee shall satisfy the applicable independence, experience and financial expertise requirements of the New York Stock Exchange and Securities Exchange Act of 1934, as amended by the Sarbanes-Oxley Act of 2002, and the rules promulgated thereunder. Directors' fees are the only form of compensation that an Audit Committee member may receive from the Company. All members of the Committee shall have a basic understanding of finance and accounting and be able to read and understand fundamental financial statements, and at least one member of the Committee shall have accounting or related financial management expertise.

The Committee shall meet at least four times annually, or more frequently as circumstances dictate. The Committee Chair shall prepare and/or approve an agenda in advance of each meeting. The Committee shall meet privately in executive session periodically with management, the independent public accountants, any internal auditors (or other personnel responsible for the internal audit function), and as a committee to discuss any matters that the Committee or each of these groups believe should be discussed. In addition, the Committee, or at least its Chair, should communicate with management and the independent public

accountants quarterly to review the Company's financial statements and significant findings based upon the auditors' limited review procedures.

Determinations as to whether a particular director satisfies the requirements for membership on the Committee shall be made by the Board. The Board shall appoint the members of the Committee and designate the Chair of the Committee. The members of the Committee shall serve for such terms as the Board shall determine or until their earlier death, resignation or removal by the Board. The Board shall have the power at any time to change the membership of the Committee and to fill vacancies in it, subject to such new members satisfying applicable independence requirements.

The Committee may form subcommittees for any purpose that the Committee deems appropriate and may delegate to such subcommittees (each of which shall consist of one or more members) such power and authority as the Committee deems appropriate; provided, however, that the Committee shall not delegate to a subcommittee any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole.

### **III. Responsibilities and Duties**

The Committee shall have the specific responsibilities and duties set forth below. The Committee shall also carry out any other responsibilities delegated to it by the Board from time to time. The following shall be the Committee's principal responsibilities:

1. Review and reassess the adequacy of the Charter at least annually, and shall submit the Charter to the Board for approval and have the document posted on the Company's web site and/or published in the proxy in accordance with SEC regulations.
2. Review the Company's annual audited financial statements, including disclosures made in "Management's Discussion and Analysis of Financial Condition and Results of Operations," and the matters required to be discussed pursuant to Statement on Auditing Standards No. 114, and recommend to the Board whether the audited financial statements should be included in the Company's Form 10-K, prior to filing or distribution. Review should include discussion with management and independent public accountants of significant issues regarding accounting principles, practices, and judgments.
3. Review with financial management and the independent public accountants the Company's quarterly financial statements, including disclosures made in "Management's Discussion and Analysis of Financial Condition and Results of Operations," prior to filing or distribution. Discuss any significant changes to the Company's accounting principles and any items required to be communicated by the independent public accountants in accordance with Statement on Auditing Standards No. 114. The Chair of the Committee may represent the entire Committee for purposes of this review.
4. Review disclosures made by the Chief Executive Officer and Chief Financial Officer regarding compliance with their certification obligations as required under the Sarbanes-Oxley Act of 2002 and the rules promulgated thereunder, including the Company's disclosure controls and procedures and internal controls for financial reporting and evaluation thereof.
5. Review earnings press releases, as well as financial information and earnings guidance provided to analysts and rating agencies. Such review may be done generally and need not be in advance of each earnings press release or each instance in which management provides such guidance.
6. Review policies with respect to risk assessment and risk management, including the steps management has taken to monitor and control major financial risk exposures. The Committee shall also provide oversight for the Company's enterprise risk management process.
7. Report regularly to the Board.

#### **Independent Public Accountants**

8. The Committee shall have the sole authority to appoint or replace the independent public accountants, and shall approve all audit engagement fees and terms and all non-audit engagements with the independent public accountants. The Committee shall consult with management but shall not delegate these matters, except that pre-approvals of non-audit services may be delegated to a single member of the Committee.
9. In its capacity as a committee of the Board, the Committee shall

be directly responsible for the oversight of the work of the independent public accountants (including the resolution of disagreements between management and the independent public accountants regarding financial reporting) for the purpose of preparing or issuing an audit report or related work, and the independent public accountants shall report directly to the Committee.

10. The Committee shall review with the independent public accountants any audit problems or difficulties and management's response. Such matters include any restrictions on the scope of the independent public accountant's activities or on its access to requested information, any significant disagreements with management, any accounting adjustments that were proposed by the independent public accountants but not accepted by management (whether or not material), any communications between the audit team and the independent public accountants' national office respecting auditing or accounting issues presented by the engagement, and any "management" or internal control" letter issued or proposed to be issued by the independent public accountants to the Company.
11. At least annually, the Committee shall obtain and review a report by the independent public accountants describing: the independent public accountants' internal quality control procedures; any material issues raised by the most recent internal quality control review, or peer review, of the independent public accountants, or by any inquiry or investigation by governmental or professional authorities, within the preceding five years, respecting one or more independent audits carried out by the independent public accountants, and any steps taken to deal with such issues.
12. On an annual basis, the Committee should review and discuss with the independent public accountants all relationships they have with the Company that could impair the independent public accountants' independence.
13. Review the independent public accountants' audit plan – discuss scope, staffing, locations, reliance upon management, and their general audit approach.
14. Prior to releasing the year-end earnings, discuss the results of the audit with the independent public accountants. Discuss certain matters required to be communicated to audit committees in accordance with Statement on Auditing Standards No. 114.
15. Consider the independent public accountants' judgments about the quality and appropriateness of the Company's accounting principles as applied in its financial reporting.
16. Set clear hiring policies for employees or former employees of the independent public accountants.

#### **Internal Audit Services and Legal Compliance**

17. The Committee shall ensure that the Company maintains an internal audit function.
18. The Committee shall discuss with management, the independent public accountant and internal audit management the responsibilities, budget and staffing of the Company's internal audit function.
19. On at least an annual basis, the Committee shall review with the Company's General Counsel any legal matters that could have a significant impact on the organization's financial statements, the Company's compliance with applicable laws and regulations, and inquiries received from regulator or governmental agencies.

#### **Other Committee Responsibilities**

20. Annually prepare a report to shareholders as required by the Securities and Exchange Commission. The report should be included in the Company's annual proxy statement.
21. Perform any other activities consistent with this Charter, the Company's by-laws, and governing law, as the Committee or the Board deems necessary or appropriate.
22. Maintain minutes of meetings and periodically report to the Board on significant results of the foregoing activities.
23. Establish procedures for (a) the receipt, retention and proper treatment of complaints received by the Company regarding accounting, internal accounting controls or auditing matters and (b) the confidential, anonymous submission by employees of the Company of concerns regarding questionable accounting or auditing matters.
24. Review any reports of the public accountants mandated by Section 10A of the Securities Exchange Act of 1934, as amended, and obtain from the registered public accountants any information

- with respect to illegal acts in accordance with Section 10A.
25. At least annually perform self-assessment of Committee performance.
  26. Review financial and accounting personnel succession planning within the Company.
  27. Annually review policies and procedures as well as audit results associated with Directors' and Officers' expense accounts and perquisites. Annually review a summary of Directors' and Officers' related party transactions and potential conflicts of interest.

**Limitation of Committee's Roles**

While the Committee has the responsibilities and powers set forth in its Charter, it is not the duty of the Committee to prepare financial statements, plan or conduct audits or to determine that the Company's financial statements and disclosures are complete and accurate and are in accordance with generally accepted accounting principles (GAAP) and applicable rules and regulations. These are the responsibilities of management and the independent public accountants.

[Audit Committee Charter PDF](#)

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
  - [Governance Guidelines](#)
  - [Code of Business Standards & Ethics](#)
  - [Audit Committee Charter](#)
  - [Compensation Committee Charter](#)
  - [Nominating & Governance Committee Charter](#)
  - [Standards for Director Independence](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)



## Corporate Governance

### Compensation Committee Charter

There shall be a committee of the Board of Directors (the "Board") of Navigant Consulting, Inc. (the "Company") that shall be called the Compensation Committee (the "Committee").

#### I. Purpose

The purpose of the Committee is to (1) discharge the responsibilities of the Board relating to compensation of the Company's executives and members of the Board, (2) review and recommend to the Board compensation policies as well as approve individual executive officer compensation, intended to attract, retain and appropriately reward employees in order to motivate their performance in the achievement of the Company's business objectives and align their interests with the long-term interests of the Company's shareholders, and (3) produce an annual report on executive compensation for inclusion in the Company's annual proxy statement.

#### II. Composition, Qualifications and Other Matters

The Committee shall consist of no fewer than three members. Each member of the Committee shall satisfy the independence requirements of the New York Stock Exchange and meet the definitions of a "non-employee director" under Rule 16b-3 under the Securities Exchange Act of 1934 and an "outside director" for purposes of Section 162(m) of the Internal Revenue Code of 1986.

Determinations as to whether a particular director satisfies the requirements for membership on the Committee shall be made by the Board. The Board shall appoint the members of the Committee and designate the Chair of the Committee. The members of the Committee shall serve for such terms as the Board shall determine or until their earlier death, resignation or removal by the Board. The Board shall have the power at any time to change the membership of the Committee and to fill vacancies in it, subject to such new members satisfying applicable independence requirements.

The Committee shall meet with such frequency and at such intervals as it shall determine is necessary to carry out its duties and responsibilities, but in any case, not less than twice a year. The Committee will meet at such times as determined by its chairperson or as requested by any two of its members. Notice of all meetings shall be given, and waiver thereof determined, and all actions of the Committee shall be taken pursuant to and in accordance with the Company's bylaws. The chairperson will preside, when present, at all meetings of the Committee.

The Committee may form, and delegate authority to, subcommittees when it deems appropriate.

#### III. Committee Authority and Responsibilities

The Committee shall have the specific responsibilities and duties set forth below. The Committee shall also carry out any other responsibilities delegated to it by the Board from time to time. The following shall be the Committee's principal responsibilities:

1. Review and monitor matters related to management development and succession.
2. Review and approve executive compensation policies and pay for performance criteria for the Company.

3. Review and approve corporate goals and objectives relevant to the compensation of the Chief Executive Officer, evaluate the Chief Executive Officer's performance in light of those goals and objectives, and determine the Chief Executive Officer's compensation level based on this evaluation.
4. In determining the long-term incentive component of the Chief Executive Officer's compensation, the Committee should consider a number of factors, including but not limited to the Company's performance and relative shareholder return, the value of similar incentive awards to chief executive officers at comparable companies, and the awards given to the Company's Chief Executive Officer in past years.
5. Review and approve the initial and annual base salaries, annual incentive bonus and all long-term incentive awards of all Executive Officers, Executive Managing Directors and other key employees; and review, as appropriate, compensation arrangements for other officers and employees.
6. Administer, interpret and apply, and determine benefits of stock related incentives or other forms of equity-based compensation under the Company's stock incentive and executive compensation plans, and exercise all powers of the Board under those plans other than the power to amend those plans.
7. Review and approve material matters concerning the employee compensation and benefit plans of the Company and its affiliates.
8. Make recommendations to the Board regarding new or revised incentive-compensation plans and equity-based plans.
9. Review and discuss with management the compensation discussion and analysis required to be included in the Company's annual proxy statement. Based on such review and discussion, the Committee shall make a recommendation to the Board as to whether such compensation discussion and analysis shall be included in such proxy statement and shall prepare the compensation committee report required to be included in such proxy statement.
10. Evaluate and recommend to the Board the form and amount of Director compensation, including compensation and expense reimbursement policies for attendance at Board and committee meetings.
11. Retain, as appropriate, compensation consultants to assist in the evaluation of compensation issues for Directors, the Chief Executive Officer and other senior executives, including sole authority to retain, terminate and approve the fees and other retention terms for any such compensation consultant.
12. Carry out such responsibilities as have been delegated to the Committee under various compensation and benefit plans of the Company.
13. Review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval. The Committee shall annually review the performance of the Committee.
14. Make regular reports to the Board.

[Compensation Committee Charter PDF](#)



## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
  - [Governance Guidelines](#)
  - [Code of Business Standards & Ethics](#)
  - [Audit Committee Charter](#)
  - [Compensation Committee Charter](#)
  - [Nominating & Governance Committee Charter](#)
  - [Standards for Director Independence](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)



## Corporate Governance

### Nominating & Governance Committee Charter

There shall be a committee of the Board of Directors (the "Board") of Navigant Consulting, Inc. (the "Company") that shall be called the Nominating and Governance Committee (the "Committee").

#### I. Nominating and Governance Committee Purpose

The purpose of the Committee is to (1) identify and evaluate individuals qualified to become Board members, and recommend that the Board appoint such directors or select the director nominees for election at the next annual meeting of shareholders, and (2) develop and recommend to the Board the corporate governance principles applicable to the Company.

#### II. Committee Membership and Procedure

The Committee shall consist of no fewer than three members. Each member of the Committee shall satisfy the independence requirements of the New York Stock Exchange and the securities laws. The Board shall have the power at any time to change the membership of the Committee and to fill vacancies in it, subject to such new members satisfying applicable independence requirements.

Determinations as to whether a particular director satisfies the requirements for membership on the Committee shall be made by the Board. The Board shall appoint the members of the Committee and designate the Chair of the Committee. The members of the Committee shall serve for such terms as the Board shall determine or until their earlier death, resignation or removal by the Board. The Board shall have the power at any time to change the membership of the Committee and to fill vacancies in it, subject to such new members satisfying applicable independence requirements.

The Committee shall meet with such frequency and at such intervals as it shall determine is necessary to carry out its duties and responsibilities, but in any case, not less than twice a year. The Committee will meet at such times as determined by its chairperson or as requested by any two of its members. Notice of all meetings shall be given, and waiver thereof determined, and all actions of the Committee shall be taken pursuant to and in accordance with the Company's bylaws. The chairperson will preside, when present, at all meetings of the Committee.

The Committee may form, and delegate authority to, subcommittees when it deems appropriate.

#### III. Committee Authority and Responsibilities

The Committee shall have the specific responsibilities and duties set forth below. The Committee shall also carry out any other responsibilities delegated to it by the Board from time to time. The following shall be the Committee's principal responsibilities:

1. Make recommendations to the Board regarding changes to the size and composition of the Board or any committee thereof.
2. Develop qualification criteria for Board members, and identify, interview and screen individuals qualified to become Board members for recommendation to the Board. Candidates are selected for, among other things, their judgment, skill, integrity, diversity, and business or other experience. The Committee may (but is not required to) consider candidates suggested by

management or other members of the Board.

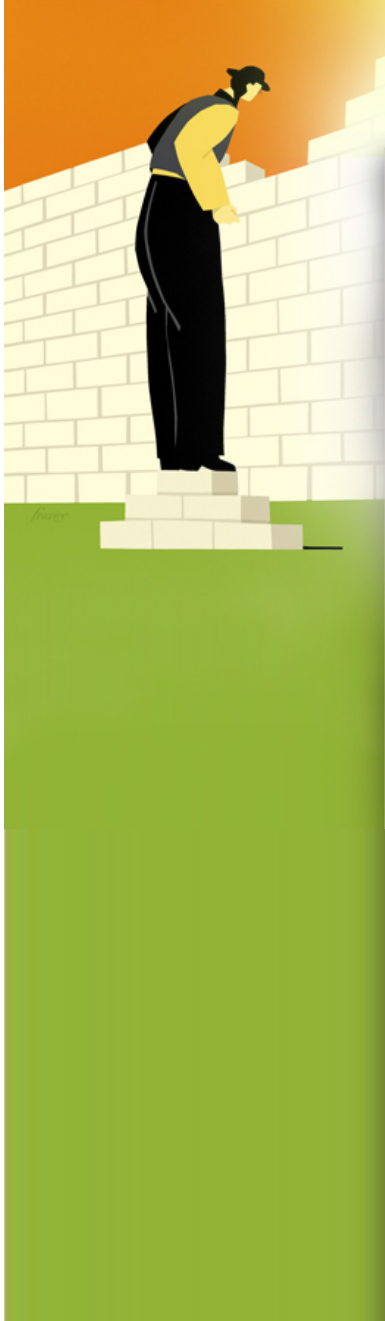
3. Identify Board members qualified to fill any vacancy on a standing committee of the Board in accordance with the qualification criteria for Board members, and recommend nominees to the Board for appointment to any such committee.
4. The Committee shall have the sole authority to retain, as appropriate, and terminate any search firm to be used to identify and evaluate director candidates and shall have sole authority to approve the search firm's fees and other retention terms. The Committee shall also have the authority to obtain advice and assistance from internal or external legal, accounting or other advisors.
5. Establish an appropriate process for and oversee the self-assessment of the Board and its committees and oversee the evaluation of management. In carrying out these responsibilities, the Committee will coordinate with other Board committees to avoid unnecessary duplication.
6. Review and evaluate all shareholder nominees for director in accordance with the qualification criteria for Board members.
7. Develop and recommend to the Board standards to be applied in making determinations on the types of relationships that constitute material relationships between the Company and a director for purposes of determining director independence.
8. Review and assess at least annually the adequacy of the Corporate Governance Guidelines and shall recommend any proposed changes to the Board for approval. The Committee shall review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval. The Committee shall annually review the performance of the Committee.
9. Review annually, or more often if appropriate, committee members as follows: (1) qualifications and requirements; (2) committee structure (including authority to delegate); and (3) committee performance (including reporting to the Board).
10. Review and approve the Company's Code of Business Standards and Ethics and consider all requests for waivers, as required under the Sarbanes-Oxley Act of 2002 and New York Stock Exchange rules.
11. Make regular reports to the Board.

[Nominating and Governance Committee Charter PDF](#)

About NCI

ABOUT NCI

- Company Overview
- Leadership Team
- Corporate Citizenship
- Locations
- Corporate Governance
  - Governance Guidelines
  - Code of Business Standards & Ethics
  - Audit Committee Charter
  - Compensation Committee Charter
  - Nominating & Governance Committee Charter
  - Standards for Director Independence
- Board of Directors
- Legal / Policies



## Corporate Governance

### Standards for Director Independence

The Board of Directors makes determinations whether individual Directors are "independent" for purposes of applicable SEC corporate governance rules and NYSE listing standards based on all relevant facts and circumstances. In addition, the Board applies the applicable "bright line" criteria set forth in NYSE listing standards, Section 303A.02(b).

In addition, the Board has adopted the following categorical standards to assist it in making determinations of independence and to permit it to make a general statement in its annual proxy statement that independent Directors meet such standards in lieu of disclosing particular aspects of immaterial relationships between individual Directors and the Company. The following relationships are considered immaterial and do not preclude a finding of "independence":

1. The Director is affiliated with or employed by a company, partnership or other entity that receives payments from NCI for services in an amount which, in the current fiscal year, does not exceed the greater of (a) \$1 million or (b) two (2) percent of such other company's consolidated gross revenues; provided, however, that solely for purposes of determining "audit committee independence," a director may not accept, directly or indirectly, a consulting, advisory or other compensatory fee from NCI in any amount (other than Director's and committee fees).
2. The Director is an employee, officer or director of a foundation, university or other non-profit organization to which NCI gives directly, or indirectly through the provision of services, less than \$250,000 during the year in question.
3. In addition, in any cases where payments are made by NCI "indirectly" to an immediate family member, as for example fees paid to a law firm in which such immediate family member is a partner, if such immediate family member disclaims and does not accept any share of such NCI payments, the Board will not consider that such payments preclude the Director from being considered "independent" for all purposes, including service on NCI's Audit Committee.

[Standards for Director Independence PDF](#)

*Document last updated and approved by the Navigant Consulting Board of Directors on February 17, 2004*

# About NCI

## ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
  - [William M. Goodyear](#)
  - [Thomas A. Gildehaus](#)
  - [Cynthia A. Glassman](#)
  - [Stephan A. James](#)
  - [Peter B. Pond](#)
  - [Samuel K. Skinner](#)
  - [Governor James R. Thompson](#)
  - [Michael L. Tipsord](#)
- » [Legal / Policies](#)

## Board of Directors



- William M. Goodyear**  
Chairman & Chief Executive Officer
- Thomas A. Gildehaus**  
Director
- Cynthia A. Glassman**  
Director
- Stephan A. James**  
Director
- Peter B. Pond**  
Director
- Samuel K. Skinner**  
Director
- Governor James R. Thompson**  
Director
- Michael L. Tipsord**  
Director

### Navigant Consulting Board of Directors and Composition of Committees

☑ = Chair    ☐ = Member

	Audit Committee	Compensation Committee	Nominating Governance Committee	Executive Committee
Thomas Gildehaus	☑	☐		
Cynthia Glassman			☐	
William Goodyear				☐
Stephan James	☐	☐		
Peter Pond	☐		☑	
Samuel Skinner		☑	☐	☐
Governor James Thompson			☐	☑
Michael Tipsord	☐	☐		

## About NCI

### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
  - **William M. Goodyear**
  - **Thomas A. Gildehaus**
  - **Cynthia A. Glassman**
  - **Stephan A. James**
  - **Peter B. Pond**
  - **Samuel K. Skinner**
  - **Governor James R. Thompson**
  - **Michael L. Tipsord**
- » **Legal / Policies**



## Board of Directors

### William M. Goodyear

#### Chairman & Chief Executive Officer

Chair of Executive Committee

Mr. Goodyear joined Navigant Consulting, Inc. as Chairman and Chief Executive Officer in May 2000 and has served as a member of the Board of Directors since December 1999. He is the immediate past Chairman and former CEO of Bank of America, Illinois, where he gained experience in challenging environments that demand leadership and strategic direction in order to take advantage of current or potential marketplace opportunities.

He served as President of Bank of America's Global Private Bank and was Vice Chairman and a member of the Board of Directors of Continental Bank prior to its 1994 merger with BankAmerica Corporation. While at Bank of America, Illinois, Mr. Goodyear directed the integration of Continental Bank into Bank of America following the companies' merger in 1994. After the 1998 merger between Bank of America and NationsBank, he served as President of the combined companies' Global Private Bank.

He is currently a member of the Board of Trustees for The Museum of Science and Industry and is a member of the Board of Trustees of the University of Notre Dame. Mr. Goodyear also serves on the Rush University Medical Center Board where he is a member of the Executive Committee and Chairman of the Finance Committee.

Mr. Goodyear received his Masters in Business Administration, with Honors, from the Amos Tuck School of Business at Dartmouth College, and his Bachelor's Degree in Business Administration, with Honors, from the University of Notre Dame. He is also a Certified Public Accountant.

## About NCI

### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
  - William M. Goodyear
  - **Thomas A. Gildehaus**
  - Cynthia A. Glassman
  - Stephan A. James
  - Peter B. Pond
  - Samuel K. Skinner
  - Governor James R. Thompson
  - Michael L. Tipsord
- » **Legal / Policies**

## Board of Directors

### Thomas A. Gildehaus

#### Director

Chair of Audit Committee

Member of Compensation Committee and Nominating and Governance Committee

Mr. Gildehaus joined the Board of Directors for Navigant Consulting, Inc. in October of 2000. In recent years, he has served as Chief Executive Officer of Southwest Supermarkets LLC, Chairman and Chief Executive Officer of Northwestern Steel and Wire Company of Sterling, Illinois, and President and Chief Executive Officer of UNR Industries, Inc. of Chicago.

Prior to 1992, Mr. Gildehaus served as Executive Vice President of Deere & Company in Moline, Illinois. In the 1970s, Mr. Gildehaus was Vice President of Temple, Barker & Sloan, a consulting firm in Lexington, Massachusetts. Mr. Gildehaus is a graduate of Yale University and received a Masters of Business Administration, with distinction, from Harvard University.



## About NCI

### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
  - [William M. Goodyear](#)
  - [Thomas A. Gildehaus](#)
  - **[Cynthia A. Glassman](#)**
  - [Stephan A. James](#)
  - [Peter B. Pond](#)
  - [Samuel K. Skinner](#)
  - [Governor James R. Thompson](#)
  - [Michael L. Tipsord](#)
- » **Legal / Policies**



## Board of Directors

### Cynthia A. Glassman

#### Director

Dr. Glassman was elected to the Board of Directors of Navigant Consulting, Inc. in October 2009. She has spent more than 35 years in the public and private sectors focusing on financial services regulatory and public policy issues, most recently serving as Under Secretary for Economic Affairs at the U.S. Department of Commerce from 2006 to January 2009.

Prior public sector experience included serving as a Commissioner at the Securities and Exchange Commission (including serving as the Acting Chairman in the summer of 2005), serving in a variety of economist roles for the Board of Governors of the Federal Reserve System, and senior economist roles at the Federal Reserve Bank of Philadelphia. Complementing her public sector experience, Dr. Glassman was a Principal at Ernst & Young in the commercial banking risk management and the quantitative economics and statistics practices. She was also a Managing Director in the financial services regulatory and public policy practices at Furash & Company, and served as a senior economist at Economists Inc.

## About NCI

### Board of Directors

#### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
  - William M. Goodyear
  - Thomas A. Gildehaus
  - Cynthia A. Glassman
  - **Stephan A. James**
  - Peter B. Pond
  - Samuel K. Skinner
  - Governor James R. Thompson
  - Michael L. Tipsord
- » **Legal / Policies**



#### Stephan A. James

##### Director

Audit Committee and Compensation Committee

Mr. James was elected to the Board of Directors of Navigant Consulting, Inc. in January 2009. Mr. James became a Partner at Andersen Consulting (now Accenture) in 1979. During his more than 35 years at Accenture Mr. James held a variety of management roles including Managing Partner for the Central U.S., Managing Partner for the North American Financial Services Practice, and Managing Partner for the Global Financial Services Operating Group. He also held the position of Chief Operating Officer for Accenture from 2000 - 2004, during which time he served on the Accenture Board. Mr. James retired from Accenture in 2004, yet remained involved with the firm on a part-time basis serving for two years as International Chairman. Today he serves on the Board of Directors for Metavante Technologies, Inc. (NYSE: MV).



## About NCI

### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
  - William M. Goodyear
  - Thomas A. Gildehaus
  - Cynthia A. Glassman
  - Stephan A. James
  - **Peter B. Pond**
  - Samuel K. Skinner
  - Governor James R. Thompson
  - Michael L. Tipsord
- » **Legal / Policies**

## Board of Directors



### Peter B. Pond

#### Director

Chair of Nominating and Governance Committee  
Member of Audit Committee and Compensation Committee

Mr. Pond joined the board of Navigant Consulting, Inc. in 1996. Mr. Pond was formerly the Midwest Head of Investment Banking for Donaldson, Lufkin & Jenrette. For the last 27 years, he has been advising corporations in the areas of capital raising and mergers and acquisitions.

He is a 1967 graduate with honors in economics from Williams College and in 1969 was a graduate of University of Chicago with an MBA in finance. Located in Chicago for the last 23 years, he is a member of the boards of numerous Chicago area charities.

## About NCI

### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
  - William M. Goodyear
  - Thomas A. Gildehaus
  - Cynthia A. Glassman
  - Stephan A. James
  - Peter B. Pond
  - **Samuel K. Skinner**
  - Governor James R. Thompson
  - Michael L. Tipsord
- » **Legal / Policies**



## Board of Directors

### Samuel K. Skinner

#### Director

Chair of Compensation Committee

Member of Nominating and Governance Committee and Executive Committee

Mr. Skinner was elected to the Board of Directors of Navigant Consulting, Inc. in December 1999. He is the Retired Chairman, President and CEO of U.S. Freightways Corporation. Mr. Skinner recently was previously President of the Commonwealth Edison Company and its holding company, Unicom Corporation. After retiring from Commonwealth Edison Company and Unicom, Mr. Skinner served as Co-Chairman of Hopkins & Sutter, a national law firm based in Chicago. During his five years at Unicom, he helped position the company for the emerging competitive market and led the company's successful effort to obtain successful legislation to restructure the electric utility industry in Illinois.

Prior to joining Commonwealth Edison, he served as Chief of Staff to President George Bush. Prior to his White House service, Mr. Skinner served in the President's cabinet for nearly three years as Secretary of Transportation and was credited with numerous successes, including the development of the President's National Transportation Policy and the passage of landmark aviation and surface transportation legislation.

From 1977 to 1989, Mr. Skinner practiced law as a senior partner in the Chicago law firm Sidley & Austin. From 1984 to 1998, while practicing law full-time, he also served as Chairman of the Regional Transportation Authority of northeastern Illinois and was appointed by President Ronald Reagan as Vice Chairman of the President's Commission on Organized Crime.

## About NCI

### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
  - William M. Goodyear
  - Thomas A. Gildehaus
  - Cynthia A. Glassman
  - Stephan A. James
  - Peter B. Pond
  - Samuel K. Skinner
  - **Governor James R. Thompson**
  - Michael L. Tipsord
- » **Legal / Policies**



## Board of Directors

### Governor James R. Thompson

#### Director

Executive Committee and Nominating and Governance Committee

Governor Thompson has served on the board of Navigant Consulting, Inc. since 1998. As Illinois' longest-serving chief executive (14 years), Governor Thompson was noted for his skill in settling difficult labor-management problems, his ability to manage one of the nation's largest public budgets while maintaining one of the nation's highest state bond ratings, and his leadership among his peers.

Governor Thompson, a former U.S. Attorney, also serves on the board of directors of FMC, the Chicago Board of Trade, Hollinger International (publisher of the Chicago Sun-Times), Prime Group Realty Trust, the National Council on Compensation Insurance, Jefferson Smurfit Group, Prime Retail, Inc., Union Pacific Resources, The Japan Society and American National Can Company.

Governor Thompson was Co-Chairman of the Attorney General's Task Force on Violent Crime in 1981; National Co-Chairman of the Campaign to Protect Our Children in 1986; a member of the National Commission to Prevent Infant Mortality in 1986; and Chairman of the NGA Task Force on Electric Utility Transmission Policy in 1986. He also chaired the President's Intelligence Oversight Board from 1989-1993.

## About NCI

# Board of Directors

## Michael L. Tipsord

### Director

Member of Audit Committee and Compensation Committee

Michael L. Tipsord, CPA, CPCU, CLU, is a member of the office of the chairman and vice chairman and chief operating officer of State Farm Insurance Companies® in Bloomington, Ill. He is a member of the board of directors of State Farm Mutual Automobile Insurance Company, State Farm Fire and Casualty Company, State Farm Life Insurance Company, State Farm Life and Accident Assurance Company, State Farm Annuity and Life Insurance Company, State Farm Lloyds, Inc., State Farm Investment Management Corp., State Farm VP Management Corp., and State Farm Bank®, F.S.B. He is trustee of State Farm Mutual Fund Trust, State Farm Variable Product Trust, State Farm Associates' Funds Trust, State Farm Insurance Companies Employee Retirement Trust, and State Farm Insurance Companies Savings and Thrift Trust for United States Employees.

Tipsord practiced law prior to joining State Farm as assistant tax counsel in 1988. He was named director of accounting in 1995, assistant controller in 1996, executive assistant in 1997, vice president and assistant treasurer in 1998, vice president and treasurer in 2001, and senior vice president in 2002. He was named vice chairman and chief financial officer in 2004 and assumed his current position in 2011.

A native of Illinois, Tipsord received a bachelor's degree from Illinois Wesleyan University in Bloomington and a law degree from the University of Illinois at Urbana-Champaign. He earned the Chartered Property Casualty Underwriter (CPCU) designation in 1995, the Chartered Life Underwriter (CLU) designation in 1991, and is a Certified Public Accountant (CPA).

Tipsord is a member of the American Bar Association and Illinois State Bar Association. He currently serves on the Board of Trustees of Illinois Wesleyan University and Brookings Institution and is a member of the Board of Visitors for the University Of Illinois College Of Law. In addition, he serves on the Board of Directors for Navigant Consulting, Inc.

### ABOUT NCI

- » **Company Overview**
- » **Leadership Team**
- » **Corporate Citizenship**
- » **Locations**
- » **Corporate Governance**
- » **Board of Directors**
  - William M. Goodyear
  - Thomas A. Gildehaus
  - Cynthia A. Glassman
  - Stephan A. James
  - Peter B. Pond
  - Samuel K. Skinner
  - Governor James R. Thompson
  - Michael L. Tipsord**
- » **Legal / Policies**

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)
  - [Ownership of IP](#)
  - [Disclaimers](#)
  - [Third Party Links](#)
  - [Regulatory Advisories](#)
  - [Web Privacy Policy](#)
  - [PI Licenses](#)
  - [Canadian Privacy Policy](#)

## Legal / Policies

Navigant Consulting, Inc. is committed to conducting all of its business activities with integrity and excellence, and ensuring the trust of our shareholders, customers, employees and business partners. This section of our website includes information relative to key Internet-based and marketing communication disclaimers and/or policies.

### Monica M. Weed

Vice President, General Counsel and Corporate Secretary

[✉ E-mail](#)

### Kristin Kruska

Deputy General Counsel

[✉ E-mail](#)

### Dawn M. Cassie

Associate General Counsel

[✉ E-mail](#)

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)
  - [Ownership of IP](#)
  - [Disclaimers](#)
  - [Third Party Links](#)
  - [Regulatory Advisories](#)
  - [Web Privacy Policy](#)
  - [PI Licenses](#)
  - [Canadian Privacy Policy](#)

## Legal / Policies

### Ownership of IP

Unless otherwise stated, the contents of this site including, but not limited to, the text and images contained herein and their arrangement are property of Navigant Consulting, Inc. All trademarks used or referred to in this website are the property of their respective owners.

Other than as expressly allowed herein, content on this site may not be copied, reproduced, republished, distributed, uploaded, posted or transmitted in any way without the prior written consent of Navigant Consulting, Inc. You may download, display and print one copy of the materials for personal, non-commercial, non-marketing use, provided it is not modified in anyway and all copyright, trademark and proprietary notices are maintained.

"Navigant" is a service mark of Navigant International, Inc. Navigant Consulting, Inc. (NCI) is not affiliated, associated, or in any way connected with Navigant International, Inc. and NCI's use of "Navigant" is made under license from Navigant International, Inc.

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)
  - [Ownership of IP](#)
  - [Disclaimers](#)
  - [Third Party Links](#)
  - [Regulatory Advisories](#)
  - [Web Privacy Policy](#)
  - [PI Licenses](#)
  - [Canadian Privacy Policy](#)

## Legal / Policies

### Disclaimers

#### Website

This site and its contents are provided "as is" and Navigant Consulting and its subsidiary companies expressly disclaim all express and implied representations or warranties regarding the Navigant Consulting, Inc. website, including, but not limited to, the implied warranties of merchantability, fitness for particular purpose, title, non-infringement, compatibility, security and accuracy.

The Navigant Consulting, Inc. website, including the podcasts and articles contained herein, is intended to provide general information on a particular subject or subjects. This website is not intended to be relied upon as legal, accounting, financial, consulting or other professional advice, and before making any decision that may affect your business or personal affairs, you should consult a qualified professional advisor.

Your use of the Navigant Consulting, Inc. website is at your own discretion and you assume full responsibility and risk of loss resulting from the use thereof. Navigant Consulting, Inc. entities will not be liable for any special, indirect, incidental, consequential or punitive damages or any other damages whatsoever relating to the use of the Navigant Consulting, Inc. website.

#### No Public Accounting Services

While many of Navigant Consulting's professionals are Certified Public Accountants licensed in various states, Navigant Consulting is not a certified public accounting firm, and neither our professionals nor Navigant Consulting provide audit, attest, or public accounting services.

#### General E-mail Use

Due to the nature of the Internet, standard e-mail communications are not perfectly secure or error free, as information may be intercepted, corrupted, amended, lost, destroyed, delayed or incomplete. Upon written request, NCI will work with its clients and others to explore various means to address these security and reliability concerns, including encryption of e-mail messages or alternative methods of communication. However, in the absence of written agreement to the contrary, NCI routinely uses standard, non-encrypted e-mail to communicate with its clients and others, we do not warrant the security or reliability of standard e-mail communications, and all persons who communicate with NCI using standard e-mail accept the risks attendant to such use. Please be advised that e-mail and other communications to or from Navigant Consulting's wholly-owned broker-dealer affiliate, Navigant Capital Advisors, LLC or NCI corporate finance practice employees may be subject to certain SEC and FINRA rules requiring human or systemic monitoring and archival preservation.

© 2011 Navigant Consulting, Inc. | [site feedback](#) | [privacy policy](#)

[home](#) | [industries](#) | [services](#) | [professionals](#) | [knowledge center](#) | [about nci](#) | [investor relations](#) | [careers](#) | [contact us](#)

Navigant Consulting is not a certified public accounting firm and does not provide audit, attest, or public accounting services.

"NAVIGANT" is a service mark of Navigant International, Inc. Navigant Consulting, Inc. (NCI) is not affiliated, associated, or in any way connected with Navigant International, Inc., and NCI's use of "NAVIGANT" is made under license from Navigant International, Inc. [Click here for a complete listing of private investigator licenses.](#)



## About NCI

### ABOUT NCI



## Legal / Policies

### Third Party Links

Links on this site may lead to services or sites not operated by Navigant Consulting, Inc. Navigant Consulting, Inc. takes no responsibility for such other sites and services. A link to another website or service is not an endorsement of that website or service. Any use you make of the information provided on this site, or any site or serviced link to by the Navigant Consulting, Inc. website is at your own discretion.

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)
  - [Ownership of IP](#)
  - [Disclaimers](#)
  - **[Third Party Links](#)**
  - [Regulatory Advisories](#)
  - [Web Privacy Policy](#)
  - [PI Licenses](#)
  - [Canadian Privacy Policy](#)

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)
  - [Ownership of IP](#)
  - [Disclaimers](#)
  - [Third Party Links](#)
  - [Regulatory Advisories](#)
  - [Web Privacy Policy](#)
  - [PI Licenses](#)
  - [Canadian Privacy Policy](#)

## Legal / Policies

### Regulatory Advisories

To comply with certain U.S. Treasury regulations, we inform you that, unless expressly stated otherwise, any U.S. federal tax advice contained within Navigant Consulting e-mail, including attachments, is not intended or written to be used, and cannot be used, by any person for the purpose of avoiding any penalties that may be imposed by the Internal Revenue Service.

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)
  - [Ownership of IP](#)
  - [Disclaimers](#)
  - [Third Party Links](#)
  - [Regulatory Advisories](#)
  - [Web Privacy Policy](#)
  - [PI Licenses](#)
  - [Canadian Privacy Policy](#)

## Legal / Policies

### Web Privacy Policy

Effective: January 5, 2009

#### SUMMARY

Navigant Consulting, Inc. ("Navigant," "we" or "us") operates the [navigantconsulting.com](http://navigantconsulting.com), [navigantconsulting.co.uk](http://navigantconsulting.co.uk), and [navigantcapitaladvisors.com](http://navigantcapitaladvisors.com) websites (collectively, the "Site"), which are hosted in the United States. We want you, the visitor to our public website, to understand how we collect and use data about your Site visit. The privacy policy below identifies what information the Site collects, and what it is used for. For online recruiting purposes, the Site collects "personally identifiable information", which is information that identifies you. This may include your name, address, email address, telephone or fax number, IP address, any content you post in your resume or CV, and certain other information, which we explain in more detail below. We also use cookies, which gather certain forms of information from your computer to help us monitor and improve Site usage and performance. You can choose not to provide us with this information, but certain portions of the Site may not be available to you.

We do not disclose this information to third parties for their marketing purposes, but we do use third party software and services to assist us with collecting and analyzing information regarding use of the Site. We may also disclose your information to others for other purposes, particularly if required to do so by law. The privacy policy for the Site is set forth below and you should contact [privacy@navigantconsulting.com](mailto:privacy@navigantconsulting.com) if you have questions or concerns about this policy or the use of your information.

Part I of this Web Privacy Policy applies to the entire Site, including the Career section of the Site ("Career Pages"). Part II of this Web Privacy Policy applies only to the Career Pages.

#### PART I: USING THE SITE GENERALLY

##### INFORMATION COLLECTION

This is our online privacy policy ("Web Privacy Policy"). This Web Privacy Policy applies only to activities we engage in on the Site and does not apply to activities that are "offline" or unrelated to the Site. You should note that different privacy policies may apply to other parts of Navigant's web presence – for example, resume submission web pages that are addressed in Part II, below.

We may collect two types of information through this Site: anonymous information and personally identifiable information ("PII"). We collect certain anonymous data regarding the usage of the website. This information does not personally identify users, by itself or in combination with other information. We gather it to improve the performance of the Site. The anonymous data we collect can include information such as the type of browser you are using, IP address, the pages you view, and the length of your visit to the Site.

We may also ask you to provide personally identifiable information on the Site, which may include your name, address, telephone number, fax number, company name, or e-mail address. This information can be gathered when you send us an e-mail or when we set cookies. In all such cases you choose whether to provide us with the personally identifiable

information, but certain portions of the Site may not be available to you if you do not provide the PII requested.

#### **COOKIES**

Cookies are small bits of data cached or stored on your computer based on Internet activity. We use cookies to monitor individual activity in aggregate to improve the Site. The information we gather includes IP address, user language, the operating system, browser type, the presence/absence of "flash" plug-ins, screen resolution, connection type, and information that identifies the cookie. However, no other user information is generally collected.

#### **USE AND DISCLOSURE OF INFORMATION**

We do not sell, trade or rent to others your personally identifiable information collected on the Site.

##### ***Uses by Navigant***

We use the information collected through the Site for statistical purposes and for improving the Site, as well as for our marketing purposes and potentially sending commercial emails to you. We often engage a third party's software or services to assist us with these collections and analyses. As a practical matter, we must release your mailing address to a postal or courier service to deliver information you requested. We use third-parties to assist us with our marketing efforts, including assisting us with sending emails to you. This may include sending you free electronic newsletters and marketing-related emails for services described on our Site. However, you will have the choice to opt out of receiving newsletters and marketing emails for our services by either contacting us directly at [mkowalski@navigantconsulting.com](mailto:mkowalski@navigantconsulting.com) or through the "unsubscribe" link found at the bottom of our newsletters and emails.

We may also disclose personally identifiable information in order to respond to a subpoena, court order or other such request. We may also provide such personally identifiable information in response to a law enforcement agency's request or as otherwise required by law.

We may provide your personally identifiable information to a third party if we file for bankruptcy, or there is a transfer of the assets or ownership in connection with proposed or consummated corporate reorganizations, such as mergers, acquisitions, or sales of business units.

##### ***Uses by Third-Parties***

We do not provide your personally identifiable information to any third party for their own marketing purposes.

#### **INFORMATION SECURITY**

You are responsible for ensuring that any log-in credentials (your username and password) are kept confidential.

We have implemented technical and organizational measures designed to secure your personally identifiable information from accidental loss and from unauthorized access, use, alteration or disclosure. Notwithstanding such measures, the Internet is an open system and we cannot guarantee that unauthorized third parties will never be able to defeat those measures or use your PII for improper purposes.

#### **OTHER WEBSITES**

We are not responsible for the privacy policies of websites to which the Site links. If you provide any information to such third parties, different rules regarding the collection and use of your PII may apply. We strongly suggest you review such third party's privacy policies before providing any data to them. We are not responsible for the policies or practices of third parties. Please be aware that our Site may contain links to other sites on the Internet that are owned and operated by third parties. The information practices of those Web sites linked to our Site is not covered by this Policy. These other sites may send their own cookies or clear GIFs to users, collect data or solicit personally identifiable information. We cannot control this collection of information. You should contact these entities directly if you have any questions about their use of the information that they collect.

#### **CHILDREN**

We do not knowingly collect personally identifiable information from children under the age of 13. Children are not permitted to use the Site or services, and we request that children under the age of 13 not submit any personally identifiable information to the Site. Since information regarding children under the age of 13 is not collected, we do not knowingly distribute PII regarding children under the age of 13.

## **INQUIRIES, CORRECTIONS AND COMPLAINTS**

Your data is submitted to Navigant Consulting, Inc. ("NCI") and is hosted and stored in a database on servers situated in the United States by third parties on behalf of Navigant Consulting, Inc. a Delaware corporation, whose principal place of business is at 30 South Wacker Drive, Suite 3550, Chicago, Illinois 60606, USA. NCI is the legal entity determining the purposes and means of processing the information gathered at the Site and is the data controller of all data collected from the Site.

If, at any time, you have questions or concerns about this Web Privacy Policy or believe that we have not adhered to this Web Privacy Policy, please feel free to email us at [privacy@navigantconsulting.com](mailto:privacy@navigantconsulting.com) or contact us at:

Navigant Consulting, Inc  
30 S. Wacker Drive, Suite 3100  
Chicago, IL 60606

If you wish to modify or update any information we have received, please contact [privacy@navigantconsulting.com](mailto:privacy@navigantconsulting.com).

## **MODIFICATIONS OF THE WEB PRIVACY POLICY**

We reserve the right to modify this Web Privacy Policy at any time. We will notify you by posting an amendment to the privacy policy on the Site. Such modifications will become effective thirty (30) days after they are posted. We encourage you to frequently review the Web Privacy Policy for any modifications.

## **PART II: CAREER PAGES**

Navigant respects the privacy of candidates for employment. This Web Privacy Policy sets forth how we will use the information we obtain when you apply for a position through the Career Pages. By clicking the "Submit" button on any of our job application pages and submitting your information through this Site, you agree to the use and potential international transfer of information as described in this Web Privacy Policy.

## **INFORMATION COLLECTION**

We primarily rely on you to provide us with relevant information regarding the position(s) you are interested in applying for. You are responsible for ensuring that the information you submit is accurate and up-to-date. To the extent appropriate in accordance with applicable law, we may seek additional data and/or verify your information by contacting your references and other reputable third parties such as a pre-employment screening firm. By clicking the "Submit" button on any of the job application pages and submitting your information, you agree that we may use third parties to verify your information or to collect additional data to assist us in the evaluation of your job application.

If you provide us with details of a reference, it is your responsibility to ensure that the person is aware that you have forwarded his/her details and has consented for you to do so.

## **USE AND DISCLOSURE**

### ***Uses by Navigant***

The information we obtain in relation to your application may be used by Navigant and its subsidiaries and affiliates to consider your suitability for employment and for general statistical analysis and reporting purposes, including candidate activity and demographic reports.

As a global organization, we may send your PII to an office of a Navigant entity other than the one to which you initially apply only for considering your suitability for employment and/or general statistical analysis and reporting purposes as indicated above. This may involve transfers of information to any place in the world where Navigant does business, including jurisdictions that do not ensure protection for personal data equivalent to that available in your jurisdiction. If you want to know more about the structure of Navigant worldwide, we invite you to visit our global website at [www.navigantconsulting.com](http://www.navigantconsulting.com).

We do not seek sensitive information (e.g. data relating to gender, race or ethnic origin, political opinions, religious beliefs, trade union or works council membership, criminal record, physical or mental health, or sexual orientation) from initial candidates. But to the extent you supply any information of a sensitive nature with your application, you agree that we may use such information in accordance with applicable law, including for statistical and reporting purposes.

### **Uses by Third Parties**

Although we may provide your personally identifiable information, such as your name, mailing address, e-mail address, telephone numbers etc. to service providers that handle information on our behalf, information will not be shared with third parties for secondary or unrelated purposes (e.g. purposes unrelated to considering your suitability for employment or providing general statistical analysis and reporting, such as candidate activity and demographic reports) unless we tell you otherwise at the point of collection.

### **Information Retention**

If we do not employ you, we may retain and use the information that we obtain in relation to your application for up to 5 years so as to be able to consider your application later if a suitable position becomes available and, if appropriate, to refer back to this application if you apply again. You can request removal of your information at any time using this Site if you do not wish us to retain your information.

### **CHANGING YOUR INFORMATION**

Your application/profile information is maintained on this Site. In accordance with applicable law, you may review update or request removal of your personal applicant/profile information at any time using this Site by clicking on "my profile" and amending details.

### **NO CONTRACT**

Nothing contained in the Web Privacy Policy creates or is intended to create a contract or agreement between us and any candidate visiting this Site or providing identifying information of any kind.

© 2011 Navigant Consulting, Inc. | [site feedback](#) | [privacy policy](#)

[home](#) | [industries](#) | [services](#) | [professionals](#) | [knowledge center](#) | [about nci](#) | [investor relations](#) | [careers](#) | [contact us](#)

Navigant Consulting is not a certified public accounting firm and does not provide audit, attest, or public accounting services.

"NAVIGANT" is a service mark of Navigant International, Inc. Navigant Consulting, Inc. (NCI) is not affiliated, associated, or in any way connected with Navigant International, Inc., and NCI's use of "NAVIGANT" is made under license from Navigant International, Inc. [Click here for a complete listing of private investigator licenses.](#)

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)
  - [Ownership of IP](#)
  - [Disclaimers](#)
  - [Third Party Links](#)
  - [Regulatory Advisories](#)
  - [Web Privacy Policy](#)
  - **PI Licenses**
  - [Canadian Privacy Policy](#)

## Legal / Policies

### PI Licenses

#### Texas

##### Navigant Consulting (PI) LLC

###### Headquarters:

License Type: Investigation Company

License No. A14814

###### Address:

2 Houston Center  
909 Fannin, Suite 1900  
Houston, TX 77010  
713.646.5000 main phone  
713.646.5001 main fax

###### Branches:

License No. A14814b

###### Address:

98 San Jacinto  
Suite 900  
Austin, TX 78701  
512.472.3400 main phone  
512.472.7721 main fax

License No. A14814c

###### Address:

2001 Ross Avenue  
Suite 500  
Dallas, TX 75201  
214.748.3700 main phone  
214.748.3720 main fax

Qualified Manager: Gary Goolsby - Private Investigator License and Qualified Manager

#### Georgia

##### Navigant Consulting (PI) LLC

###### Headquarters:

License Type: Company - Private Detective

License No: PDC002264

###### Address:

1180 Peachtree Street  
Suite 1900  
Atlanta, GA 30309  
404.575.4123 main phone  
404.575.4213 main fax

###### Affiliates:

License Type: Employee - Private Detective  
William Jennings - License No. PDE047499

#### California

##### Navigant Consulting, Inc.

###### Headquarters:



License Type: Private Investigator  
License No. 25002  
Address:  
1 Market St.  
Spear Street Twr., Suite 1200  
San Francisco, CA 94105  
415.356.7100 main phone  
415.399.2187 main fax

*Branch:*  
License No. 5329  
Address:  
One California Plaza  
300 South Grand Ave  
28th & 29th Floor  
Los Angeles, CA 90071  
213.670.3200 main phone  
213.670.3250 main fax

**Florida**  
**Navigant Consulting, Inc.**

*Headquarters:*  
License Type: Private Investigator Agency  
License No: A 2900360  
Address:  
101 Kennedy Boulevard  
Suite 2200  
Tampa, FL 33602  
813.277.1900 main phone  
813.277.1901 main fax

**Ontario Canada**  
**Navigant Consulting Ltd.**

*Headquarters:*  
License Type: Private Investigator Agency  
License No: 000911  
Address:  
1 Adelaide St. E  
30th Floor  
Toronto, ON M5C 2 V9  
416.777.2440 main phone  
416.777.2441 main fax

**Illinois**  
**Navigant Consulting (PI) LLC**

*Headquarters:*  
License Type: Detective Private Agency  
License No: 117001522  
Address:  
30 S. Wacker Drive  
Suite 3550  
Chicago, IL 60103  
312.583.5700 main phone  
312.583.5701 main fax  
*Affiliates:*  
Manager in Charge:  
License Type: Private Detective  
William L. Jennings - License No. 115001570

**Michigan**  
**Navigant Consulting, Inc.**

*Headquarters:*  
License Type: Private Investigator Agency License  
Permanent ID No: 3701205973  
Address:  
30 S. Wacker Drive  
Chicago, IL 60606  
312.583.5700 main phone  
312.583.5701 main fax  
License Holder: Richard Cuyler Robinson



Navigant Consulting is not a certified public accounting firm and does not provide audit, attest, or public accounting services.

"NAVIGANT" is a service mark of Navigant International, Inc. Navigant Consulting, Inc. (NCI) is not affiliated, associated, or in any way connected with Navigant International, Inc., and NCI's use of "NAVIGANT" is made under license from Navigant International, Inc. [Click here for a complete listing of private investigator licenses.](#)

## About NCI

### ABOUT NCI

- » [Company Overview](#)
- » [Leadership Team](#)
- » [Corporate Citizenship](#)
- » [Locations](#)
- » [Corporate Governance](#)
- » [Board of Directors](#)
- » [Legal / Policies](#)
  - [Ownership of IP](#)
  - [Disclaimers](#)
  - [Third Party Links](#)
  - [Regulatory Advisories](#)
  - [Web Privacy Policy](#)
  - [PI Licenses](#)
  - [Canadian Privacy Policy](#)

## Legal / Policies

### Canadian Privacy Policy

#### Privacy Policy

The professionals and staff at Navigant Consulting Ltd., LAC, Ltd. and Navigant Consulting LJ Inc. (herein collectively referred to as "Navigant Consulting", or "we") recognize the importance of privacy and the sensitivity of personal information. Our professionals have professional obligations regarding the confidentiality of information we receive from our clients. We are committed to protecting personal information we hold in accordance with law. This Privacy Policy outlines how we manage personal information and safeguard privacy.

#### Personal Information

Personal information means information about an identifiable individual, but does not include the name, title or business address or telephone number of an employee of an organization.

#### PIPEDA

As of January 1, 2004, all Canadian organizations engaged in commercial activities must comply with the Personal Information Protection and Electronic Documents Act ("PIPEDA") and the Canadian Standards Association Model Code for the Protection of Personal Information incorporated by reference into PIPEDA. These obligations extend to Navigant Consulting Canada.

#### Personal Information at Navigant Consulting Canada

Navigant Consulting Canada provides services to a wide range of clients. In doing so, we often collect and use personal information. We may occasionally send to individuals, information and marketing materials concerning relevant developments in our various service areas.

#### Collecting Personal Information

We collect personal information fairly and in accordance with the law. Generally, we collect personal information directly from individuals to which it relates. Such collection may be done at the start of our relationship with a client or during the course of our representation or retainer.

Sometimes we may obtain information about individuals from other sources including, for example:

- a government agency or registry;
- other professionals who serve our clients;
- other parties or witnesses in the context of investigation or litigation files; and
- other parties or participants in a commercial transaction.

#### Consent

In most cases, if we collect, use, or disclose personal information, we will obtain consent from the individual to whom it relates. Sometimes we will ask for consent in writing, but in some cases, we may accept oral consent. Sometimes consent may be implied through conduct with us or the nature of our retainer. Should consent be withdrawn, that may impact on our ability to provide our services.

#### Use of Personal Information

We use personal information to provide services, to administer our client

(time and billing) databases, to build and to maintain the firm's expertise and knowledge, and to include individuals in our information distribution and marketing activities. If an individual no longer wishes to receive information about developments in our various services areas or our services, he or she can ask us not to send any further material.

#### **Disclosure of Personal Information**

Navigant Consulting Canada does not disclose personal information to third parties to enable them to market their products and services.

Under certain circumstances Navigant Consulting Canada may disclose personal information. Some examples are:

- when the relevant individual has consented to the disclosure;
- when we are required by law to do so, or required by a warrant, a subpoena, or rules of court to do so;
- in order to comply with the requirements of any regulatory body that governs any of our professional practices;
- when the services we are providing requires us to give a client's personal information to third parties, his or her consent will be implied, unless he or she tells us otherwise;
- where it is necessary to collect fees or disbursements;
- where the disclosure is to a purchaser of all or a part of Navigant Canada's business;
- if we engage a third party to provide administrative services to us (like computer back-up services, archival file storage, or insurance) and the third party is bound by obligations regarding privacy which are consistent with this Policy; or
- if we retain other professional firms on behalf of a client.

In addition, where Navigant Consulting Canada is acting in the capacity of an investigative body, Navigant Consulting Canada may disclose personal information when the disclosure is reasonable for purposes related to investigating a breach of an agreement or a contravention of the laws of Canada or a province.

#### **Updating Information**

Since we use personal information to provide our services, it is important that the information be accurate and up-to-date. If during the course of the retainer, any personal information changes, we ask that clients please inform us so that we can make any necessary changes. We may also periodically inquire of clients whether their personal information is accurate and up-to-date.

#### **Securing Personal Information**

Navigant Consulting Canada takes precautions to ensure that personal information is kept safe from loss, unauthorized access, modification or disclosure. Among the steps taken to protect personal information are:

- premises security;
- confidentiality policies as part of our professional obligations;
- deploying technological safeguards like security software and firewalls to prevent unauthorized computer access or "hacking"; and
- internal password and security policies.

#### **E-mail**

E-mail is not an entirely secure medium, and appropriate precautions should be taken when contacting us to send personal or confidential information.

#### **Accessing Personal Information**

An individual may ask for access to personal information we hold about him or her.

Detailed requests which require archive or other retrieval costs may be subject to our normal professional and disbursement fees.

An individual's rights to access his or her personal information are not absolute. There are a number of situations where we may deny access. If we deny your request for access to, or refuse a request to correct personal information, we will provide a reason or reasons for doing so.

#### **Credit Bureaus**

To help us make credit decisions about clients, to try to prevent fraud, and to check the identity of new clients, on occasion we may request information about clients or potential clients from the files of consumer reporting agencies.

### Web Site

Our website contains links to other sites, which are not governed by this Policy.

On our website, like most other commercial websites, we may monitor traffic patterns, site usage and related site information in order to optimise our web service. We may provide aggregated information to third parties, but these statistics do not include any identifiable personal information.

Navigant Consulting Canada does not use cookies nor do we use any electronic means to automatically collect personal information from users of Navigant Consulting Canada's web-site or their computers; however, web servers used by Navigant Consulting Canada will automatically collect Internet Protocol ("IP") addresses and we may view our web server IP log from time to time to prevent fraudulent acts and possible network attacks.

### Requests for Access

Any questions, or any access requests regarding personal information should be directed to the professional with whom individuals normally deal in writing to our Chief Privacy Officer at:

Chief Privacy Officer  
Navigant Consulting  
One Financial Place  
One Adelaide Street East  
Toronto, Ontario M5C 2V9;

 [E-mail](#)  
(416) 956-1091.

If our response is not satisfactory, the Privacy Commissioner of Canada can be reached at:

112 Kent Street  
Ottawa, Ontario, K1A 1H3  
1.800.282.1376.

### Changes to this Privacy Policy

Navigant Consulting Canada reviews all of its policies and procedures periodically and we may change this Privacy Policy from time to time.

[Click here to view this Canadian Privacy Policy in French](#)

Access to fetch has likely been blocked by CORS policy.

likely been blocked



## Corporate Overview



**Webcast**  
 Q4 2010 Navigant Consulting Earnings Conference Call (Replay)  
 02/02/11 at 10:00 a.m. ET

- » [Corporate Overview](#)
- » [Stock Information](#)
- » [SEC Filings](#)
- » [Press Releases](#)
- » [Recent and Upcoming Events](#)
- » [Annual, Quarterly & Other Reports](#)
- » [Request for Information](#)
- » [E-mail Alerts](#)

**Virtual Briefcase** | 00  
 Your Virtual Briefcase is empty.  
 Click "Add to Briefcase" throughout the site to store items here for download at the end of your visit.  
[Download All](#)

### NCI (Common Stock)

Price	Change	% Change	Volume
\$9.54	+0.13	1.38%	326,700

### Recent News

Date	Title	Print
02/02/11	Navigant Reports Preliminary Unaudited Fourth Quarter and Full Year 2010 Financial Results and Provides 2011 Business and Financial Outlook	
01/20/11	Navigant Consulting Announces Release of Preliminary Unaudited Fourth Quarter and Full Year 2010 Financial Results and 2011 Business Outlook	
01/13/11	Rick Wright Joins Navigant's Healthcare Practice	
12/15/10	Navigant Consulting Announces Managing Director Promotions	

### Featured Reports

Reports	Download
<a href="#">NCI Metrics Summary - Q4 2010</a>	
<a href="#">Form 10Q: 3rd Quarter 2010</a>	
<a href="#">Navigant Consulting, Inc. 2009 Annual Report</a>	

Quotes delayed at least 15 minutes. Market data provided by Interactive Data.

Terms & Conditions. Powered and implemented by Interactive Data Managed Solutions.

[Print Page](#) | [RSS Feeds](#) | [E-mail Alerts](#) | [IR Contacts](#)

Access to fetch has likely been blocked by CORS policy.



## Stock Information



**Webcast**  
 Q4 2010 Navigant Consulting Earnings Conference Call (Replay)  
 02/02/11 at 10:00 a.m. ET

*ruffle*

- » [Corporate Overview](#)
- » [Stock Information](#)
- » [SEC Filings](#)
- » [Press Releases](#)
- » [Recent and Upcoming Events](#)
- » [Annual, Quarterly & Other Reports](#)
- » [Request for Information](#)
- » [E-mail Alerts](#)

**Virtual Briefcase** 00  
 Your Virtual Briefcase is empty.  
 Click "Add to Briefcase" throughout the site to store items here for download at the end of your visit.  
[Download All](#)

[Stock Quote](#) | [Stock Chart](#) | [Historical Price Lookup](#) | [Investment Calculator](#) | [Transfer Agent](#)

NCI (Common Stock)	
Exchange	NYSE (US Dollar)
Price	\$9.54
Change (%)	▲ 0.13 (1.38%)
Volume	326,700
Today's Open	\$9.41
Previous Close	\$9.41
Intraday High	\$9.60
Intraday Low	\$9.32
52 Week High	\$14.50
52 Week Low	\$8.30
Data as of 02/04/11 4:00 p.m. ET	
Minimum 20 minute delay	
<a href="#">Refresh quote</a>	

Quotes delayed at least 15 minutes. Market data provided by [Interactive Data](#).

[Terms & Conditions](#). Powered and implemented by [Interactive Data Managed Solutions](#).

Minimum 20 minutes delayed

[Print Page](#) | [RSS Feeds](#) | [E-mail Alerts](#) | [IR Contacts](#)

Access to fetch has likely been blocked by CORS policy.



### SEC Filings

SEC Filing Keyword Search (View search tips)

Groupings Filter (View SEC Groupings descriptions)

All Forms

Search



likely been blocked

- » Corporate Overview
- » Stock Information
- » SEC Filings
- » Press Releases
- » Recent and Upcoming Events
- » Annual, Quarterly & Other Reports
- » Request for Information
- » E-mail Alerts

**Virtual Briefcase** 00

Your Virtual Briefcase is empty.

Click "Add to Briefcase" throughout the site to store items here for download at the end of your visit.

Download All

View Section 16 Filings (3,4,5)

Filing Date	Form	Description	Filing Group	
02/02/11	8-K	Report of unscheduled material events or corporate event	Current Reports	PDF
01/21/11	SC 13G/A	An amendment to the SC 13G filing	Other	PDF
12/21/10	8-K	Report of unscheduled material events or corporate event	Current Reports	PDF
11/18/10	4	Statement of changes in beneficial ownership of securities	3,4,5	PDF
11/12/10	4	Statement of changes in beneficial ownership of securities	3,4,5	PDF
11/04/10	4	Statement of changes in beneficial ownership of securities	3,4,5	PDF
11/04/10	4	Statement of changes in beneficial ownership of securities	3,4,5	PDF
11/04/10	4	Statement of changes in beneficial ownership of securities	3,4,5	PDF
11/03/10	4	Statement of changes in beneficial ownership of securities	3,4,5	PDF
10/29/10	10-Q	Quarterly report which provides a continuing view of a company's financial position	Quarterly Filings	PDF

<< First | Previous | Next | Last >>

Access to fetch has likely been blocked by CORS policy.



Press Releases

**Webcast**  
 Q4 2010 Navigant Consulting Earnings Conference Call (Replay)  
 02/02/11 at 10:00 a.m. ET

Keyword Search

**2011** | [2010](#) | [2009](#) | [2008](#) | [2007](#) | [2006](#) | [2005](#) | [2004](#) | [2003](#) | [2002](#)

Date	Title	Print
02/02/11	<a href="#">Navigant Reports Preliminary Unaudited Fourth Quarter and Full Year 2010 Financial Results and Provides 2011 Business and Financial Outlook</a>	
01/20/11	<a href="#">Navigant Consulting Announces Release of Preliminary Unaudited Fourth Quarter and Full Year 2010 Financial Results and 2011 Business Outlook</a>	
01/13/11	<a href="#">Rick Wright Joins Navigant's Healthcare Practice</a>	

Print Page | RSS Feeds | E-mail Alerts | IR Contacts

likely been blocked

- » [Corporate Overview](#)
- » [Stock Information](#)
- » [SEC Filings](#)
- » [Press Releases](#)
- » [Recent and Upcoming Events](#)
- » [Annual, Quarterly & Other Reports](#)
- » [Request for Information](#)
- » [E-mail Alerts](#)

**Virtual Briefcase** | 00

Your Virtual Briefcase is empty.

Click "Add to Briefcase" throughout the site to store items here for download at the end of your visit.

[Download All](#)



Access to fetch has likely been blocked by CORS policy.

likely been blocked



## Recent and Upcoming Events



**Webcast**  
 Q4 2010 Navigant Consulting Earnings Conference Call (Replay)  
 02/02/11 at 10:00 a.m. ET

- » [Corporate Overview](#)
- » [Stock Information](#)
- » [SEC Filings](#)
- » [Press Releases](#)
- » [Recent and Upcoming Events](#)
- » [Annual, Quarterly & Other Reports](#)
- » [Request for Information](#)
- » [E-mail Alerts](#)

**Virtual Briefcase** | 00

Your Virtual Briefcase is empty.

Click "Add to Briefcase" throughout the site to store items here for download at the end of your visit.

[Download All](#) ↓

### Recent and Upcoming Events

#### Upcoming Events

There are currently no events scheduled.

#### Recent Events

Date	Title
02/02/11 10:00 a.m. ET	Q4 2010 Navigant Consulting Earnings Conference Call
12/07/10 3:10 p.m. MT	Navigant Consulting at William Blair & Company, LLC Global Services Growth Stock Conference Location Scottsdale, AZ Supporting  William Blair & Company, LLC Global Services Growth Stock Conference Presentation Materials
10/28/10	Q3 2010 Navigant Consulting Earnings Release
10/28/10 10:00 a.m. ET	Q3 2010 Navigant Consulting Earnings Conference Call
07/29/10 10:00 a.m. ET	Q2 2010 Navigant Consulting Earnings Conference Call
06/16/10 10:40 a.m. CT	Navigant Consulting at William Blair & Company 30th Annual Growth Stock Conference Location Four Seasons Hotel 120 East Delaware Place Chicago, IL
05/04/10 10:00 a.m. ET	Q1 2010 Navigant Consulting Earnings Conference Call
04/28/10	Navigant Consulting Shareholders Meeting
02/24/10 2:05 p.m. ET	Navigant Consulting at Baird Business Solutions Conference Location Four Seasons Hotel 200 Boylston Street Boston, MA
02/18/10 10:00 a.m. ET	Q4 2009 Navigant Consulting Earnings Conference Call

Access to fetch has likely been blocked by CORS policy.



## Annual, Quarterly & Other Reports

likely been blocked

- » Corporate Overview
- » Stock Information
- » SEC Filings
- » Press Releases
- » Recent and Upcoming Events
- » Annual, Quarterly & Other Reports
- » Request for Information
- » E-mail Alerts

Annual Reports

Quarterly & Other Reports

Date	Title
03/18/10	Navigant Consulting, Inc. 2009 Annual Report
03/23/09	Navigant Consulting, Inc. 2008 Annual Report
02/27/08	Navigant Consulting, Inc. 2007 Annual Report
03/27/07	Navigant Consulting, Inc. 2006 Annual Report
05/05/06	Navigant Consulting, Inc. 2005 Annual Report
04/26/05	Navigant Consulting, Inc. 2004 Annual Report
03/23/04	Navigant Consulting, Inc. 2003 Annual Report
03/21/03	Navigant Consulting, Inc. 2002 Annual Report
03/27/02	Navigant Consulting, Inc. 2001 Annual Report
03/26/01	Navigant Consulting, Inc. 2000 Annual Report
06/30/00	Navigant Consulting, Inc. 1999 Annual Report
12/31/98	Navigant Consulting, Inc. 1998 Annual Report

**Virtual Briefcase** 00

Your Virtual Briefcase is empty.

Click "Add to Briefcase" throughout the site to store items here for download at the end of your visit.

Download All ↓

Get help downloading or viewing the above file types

To request information, including copies of annual, quarterly or other NCI filings available free of charge, please click here.

Print Page | RSS Feeds | E-mail Alerts | IR Contacts

Access to fetch has likely been blocked by CORS policy.



### Request for Information

## Jennifer Moreno Reddick

Executive Director, Investor Relations

30 S. Wacker Drive, Suite 3550  
Chicago, Illinois 60606  
Phone: 312.573.5634  
✉ e-mail

### likely been blocked

- » Corporate Overview
- » Stock Information
- » SEC Filings
- » Press Releases
- » Recent and Upcoming Events
- » Annual, Quarterly & Other Reports
- » Request for Information
- » E-mail Alerts

**Virtual Briefcase** 00

Your Virtual Briefcase is empty.

Click "Add to Briefcase" throughout the site to store items here for download at the end of your visit.

Download All ↓

To request information, including copies of annual, quarterly or other filings available free of charge, please complete and submit the form below.

### Personal Information

Required fields denoted by an asterisk (\*).

First Name\*

Last Name\*

Title

Organization

Investor Type

Individual Investor ▼

Address 1\*

Address 2

City\*

State / Province\*

Zip Code / Zone\*

Country

USA ▼

Phone\*

Fax

E-mail\*

Questions / Comments

Submit

Access to fetch has likely been blocked by CORS policy.



## E-mail Alerts

You may automatically receive Navigant Consulting financial information by e-mail. To choose your options for e-mail notification, please enter your e-mail address below and click Submit. On the next page you will be able to choose from the following options:

- Navigant Consulting SEC Filing
- Navigant Consulting Financial Report
- Navigant Consulting Annual Report
- Navigant Consulting Event
- Navigant Consulting Press Release

To change your e-mail options at any time, re-enter your e-mail address and click Submit, then adjust your form entries.

Enter your e-mail address here:

### likely been blocked

- » [Corporate Overview](#)
- » [Stock Information](#)
- » [SEC Filings](#)
- » [Press Releases](#)
- » [Recent and Upcoming Events](#)
- » [Annual, Quarterly & Other Reports](#)
- » [Request for Information](#)
- » [E-mail Alerts](#)

**Virtual Briefcase** 00

Your Virtual Briefcase is empty.

Click "Add to Briefcase" throughout the site to store items here for download at the end of your visit.

## Careers

### Why NCI

You aim for success and quality. You want to be part of an organization that is the "best in class" in professional services.

Navigant Consulting's environment is surrounded by dedicated individuals possessing strong leadership skills and diverse backgrounds. Our corporate strategy encourages team-building activities that ultimately lead to respectful and positive working relationships throughout the firm. Our environment enables individuals to demonstrate their unique talents in an enthusiastic and dynamic corporate culture.

Navigant allows you to work on challenging projects and to make a meaningful contribution at a very early stage in your career. The potential for growth is not a long-term abstract but an immediate reality. We encourage our professionals to succeed as we support their individual growth and achievements.

Our recruiting goal is to attract high-caliber individuals who seek a long-term career opportunity in the fast paced consulting environment. We search for people with leadership qualities who can take on many responsibilities and move quickly into managerial positions. We attract top candidates by offering them the opportunity for rapid advancement with a unique and progressive leader in a strong market niche.

Our success is due to the common values and philosophies shared by all of our people. Our values include a one-company, one-team approach. This philosophy is the basis of our management strategy, thereby enabling us to retain extremely talented and driven people. Although we work on different teams, pursuing different service offerings, we align our cross-functional synergies to provide unparalleled service to clients.

[Search North American Jobs](#)

[Search European Jobs](#)

*Why NCI*

- » **Career Path**
- » **Benefits**
- » **Diversity & Inclusion**
- Campus / Students*
- Experienced Hires*
- Search Jobs*
- » **North America**
- » **United Kingdom**
- Contact Recruiting*

# Careers

## Campus / Students



A key factor in the success of Navigant's growth strategy is the investment in our professionals. We seek exceptional, talented individuals who have a passion to lead. We interview candidates from the top colleges and universities for offices in the United States, Canada and the United Kingdom. Refer to the [Campus List](#) for a complete listing of campuses we will visit this year.

The students we seek are highly motivated and talented self-starters with challenging and rewarding career aspirations for both full-time and internship or co-op opportunities. Ideal candidates should be working towards a degree in Accounting, Finance, Economics, Management Information Systems, and Civil, Mechanical and General Engineering.

If you have any questions about our campus recruiting program, please contact [Cyndi Rotondo](#). To learn more about the opportunities available, please click on the following links.

- [Full-Time Opportunities](#)
- [Internship Programs](#)
- [United States Campus Recruiting](#)
- [Canada Campus Recruiting](#)
- [Campus List](#)
- [North America Campus Portal](#)

*Why NCI*

*Campus / Students*

- » [Full-time Opportunities](#)
- » [Internship Programs](#)
- » [United States Campus Recruiting](#)
- » [Canada Campus Recruiting](#)
- » [Fall 2010 Campus List](#)

*Experienced Hires*

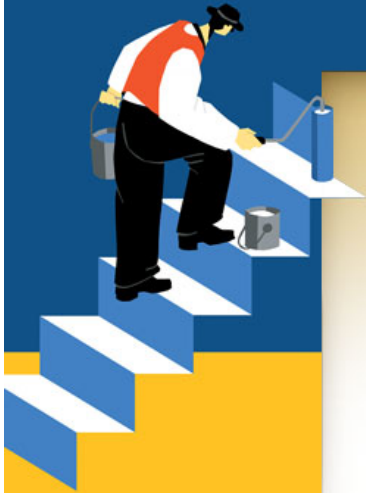
*Search Jobs*

- » [North America](#)
- » [United Kingdom](#)

*Contact Recruiting*

# Careers

## Experienced Hires



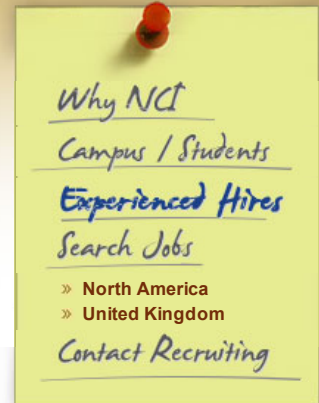
Navigant Consulting is built and continues to expand upon a belief in our people – the wisdom of their experience, the creativity of their ideas and the practicality of their solutions. Our professionals pride themselves on independent thinking and resourcefulness, timely execution and responsiveness.

When considering where you want to be today and in the future, explore a career path that will expand your skills and further your expertise. We offer exceptional opportunities to work in a variety of industries and services with a mindful eye toward your ever-changing needs.

To learn more about the structure of our company and the areas where you can make an impact, or to submit your resume, we invite you to review our available positions:

[Search North American Jobs](#)

[Search European Jobs](#)



## Careers

# Contact Recruiting

For inquiries, please contact Navigant's [Recruiting Team](#)

### Frequently Asked Questions

#### How often are jobs posted?

As positions become available, they are posted immediately. Search jobs:

[Search North American Jobs](#)

[Search European Jobs](#)

#### Do jobs remain posted after they are filled?

Positions are removed from our website once they are filled.

#### How do I submit my resume for an open position?

After you have located the position(s) for which you would like to apply, simply fill in the corresponding contact information and paste your resume into the appropriate box provided.

#### How do I get help submitting my resume?

If you experience difficulty while submitting your resume, please click "Contact Us" and select "Career Information" to send a detailed email describing your issue. Once we receive your email, we will answer your question as soon as possible.

#### How should I format my resume before submitting it?

It is best to copy and paste your resume from Microsoft Word (PC or Mac), but PDF files will also transmit. If you are trying to paste from a zipped file or Microsoft Works document, you may have some difficulties.

#### Can I e-mail my resume to Navigant Consulting?

Unfortunately, we do not accept resumes via e-mail. We prefer for applicants to apply online so the resume is stored in a database that allows us to consider them for current and future openings.

#### Will Navigant Consulting contact me after my resume is received?

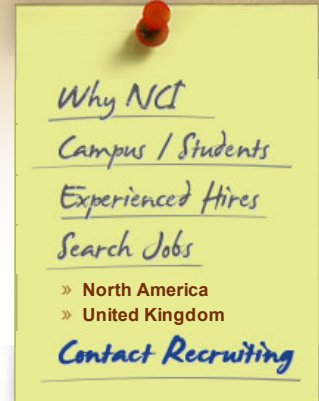
Once you have applied through our website, you will receive an e-mail confirmation through our system. If your background is a match for any of our current openings, we will contact you to begin the interview process.

#### Do I need to submit a new resume for each job I am interested in?

Once you submit your resume through our online system we will consider you for all openings for which you are qualified.

#### Where do I send my resume if I want to be considered for future openings?

Once you apply online, your resume will be taken into consideration for all our open positions.





# Asia



The Asian markets have been a strategic target for corporations worldwide. With that opportunity comes serious risk for corporations who are not prepared to navigate the potential challenges of doing business in Asia.

From offices in Hong Kong, Shanghai, Singapore, and Beijing, Navigant helps companies with interests in Asia enhance stakeholder value, improve operations, and minimize uncertainty and conflict. For the region's rapidly-growing, fast-paced, and constantly changing markets, we provide Dispute and Investigative services, Operational and Business Advisory, and Risk Management consulting. Sensitive to Asia's diverse business climates and multiple cultural traditions, our professionals have successfully managed complex and contentious disputes, inquiries and management consulting assignments. With an emphasis on mainland China, as well as Southeast Asia, Oceania, and India, Navigant works closely with senior executives, in-house counsel, and law firms to provide effective, critical intelligence adapted to the challenges and nuances of the high-risk Asian business environment.

[View Locations](#)

Navigant Asia is a wholly-owned Asian operation of Navigant Consulting, Inc. (NYSE: NCI)

## REGIONS

- » **Asia**
- » Canada
- » Latin America
- » United Kingdom
- » United States

## SERVICES

- » **Construction**
- » Disputes
- » Investigations
- » Energy
- » Financial Services
- » Healthcare

## KEY CONTACTS

- » **David Ellis**  
✉ E-mail  
852.2233.2533
- » **James E. Gordon**  
✉ E-mail  
852.9866.2602

[Professionals](#)

# Canada



Today's business challenges require services from a team with deep experience and industry insight. Navigant (NYSE: NCI), with approximately 1,600 global consultants, is that team. We provide customized services and support to address critical business issues and enhance stakeholder value. With offices in Montreal, Ottawa, Quebec City and Toronto, Navigant Consulting Canada helps clients respond to changing industry regulations and critical market factors that generate uncertainty and corporate exposure. Our solutions lead to conflict resolution, optimized performance and effective risk mitigation for our clients.

[View Locations](#)

## REGIONS

- » [Asia](#)
- » [Canada](#)
- » [Latin America](#)
- » [United Kingdom](#)
- » [United States](#)

## SERVICES

- » [Navigant Conseil LJ Inc.](#)
- » [Forensic Accounting Investigations](#)
- » [Disputes](#)
- » [Investigations](#)
- » [Construction](#)
- » [Energy](#)
- » [Financial Services](#)
- » [Healthcare](#)

## KEY CONTACTS

- » [Paul Levine](#)  
E-mail  
514.227.6162
- » [Robert M. Macdonald](#)  
E-mail  
416.777.2470

[Professionals](#)

## Latin America



Today's business challenges require services from a team with deep experience and industry insight. Navigant (NYSE: NCI), with approximately 1,600 global consultants, is that team. We provide customized services and support to address critical business issues and enhance stakeholder value. We help clients doing business in Latin America respond to changing industry regulations and critical market factors that generate uncertainty and corporate exposure. Our solutions lead to conflict resolution, optimized performance and effective risk mitigation for our clients.

### REGIONS

- » **Asia**
- » **Canada**
- » **Latin America**
- » **United Kingdom**
- » **United States**

### SERVICES

- » **Disputes**
- » **Investigations**
- » **Construction**
- » **Energy**
- » **Financial Services**
- » **Healthcare**

### KEY CONTACTS

- » **Scott Gray**  
✉ E-mail  
305.341.7850
- » **Brent Kaczmarek**  
✉ E-mail  
202.481.8505

Professionals

## United Kingdom



With an unwavering commitment to quality, Navigant brings a fresh approach to expert advice in the United Kingdom and Europe. Anchored in London, Navigant's team of nearly 300 European consultants provide Management Consulting, Dispute & Investigation Advice, and Programme Services to companies managing disputes, regulatory challenges and significant business challenges.

Free of the legacy and conflicts of traditional accounting and audit firms, Navigant delivers objective advice to the financial services and insurance sectors, the construction industry, public sector and the legal sector. Using cross-disciplinary teams, we provide a unique combination of proven industry experience and service excellence to effectively identify and address our clients' most difficult business challenges and litigation issues. Our professionals include experts in business operations and finance transformation; regulatory compliance; engineering and construction management; claims evaluation and litigation support; accounting; information management; and public policy formulation.

As part of Navigant's global team of approximately 1,600 consultants, our European offices have the resources and proven expertise to deliver solutions that make a positive difference for clients.

[View Locations](#)

### REGIONS

- » [Asia](#)
- » [Canada](#)
- » [Latin America](#)
- » [United Kingdom](#)
- » [United States](#)

### SERVICES

- » [Construction](#)
- » [Disputes & Investigations](#)
- » [Financial Services](#)
- » [Management Consulting](#)
- » [Public Services](#)

### KEY CONTACTS

- » **David Allen**  
✉ E-mail  
+44 (0) 20 7469 1111
- » **Andrew Stewart**  
✉ E-mail  
+44 (0) 20 7015 8750

[Professionals](#)

## United States



### Conflict. Performance. Risk.

Three words that keep business leaders and their counsel up at night. Today's business challenges require services from a team with deep experience and industry insight. Navigant Consulting, Inc. (NYSE: NCI), with more than 1,900 global consultants, is that team. We provide customized services and support to address critical business issues and enhance stakeholder value. With offices in over 30 cities throughout the United States, Navigant Consulting helps clients respond to changing industry regulations and critical market factors that generate uncertainty and corporate exposure. Our solutions lead to conflict resolution, optimized performance and effective risk mitigation for our clients.

*Your conflict, performance, and risk experts.*

[View Locations](#)

#### REGIONS

- » [Asia](#)
- » [Canada](#)
- » [Latin America](#)
- » [United Kingdom](#)
- » [United States](#)

#### SERVICES

- » [Business Operations Advisory](#)
- » [Claims Services](#)
- » [Corporate Finance](#)
- » [Finance & Accounting Advisory](#)
- » [Risk Management & Compliance](#)
- » [Legal](#)
- » [All Industries](#)

#### KEY CONTACTS

- » [Jeff Green](#)  
✉ E-mail  
202.973.2441
- » [Sharon Siegel Voelzke](#)  
✉ E-mail  
609.219.8706

[Professionals](#)

## Contact Us



### General Inquiries

[✉ E-mail](#)  
1.800.621.8390

### Corporate Accounting Requests & Inquiries

[✉ E-mail](#)

### Career Information – General Inquiries

[✉ E-mail](#)

### Office Addresses, Phone & Fax Numbers

[View Locations](#)

### Investor Relations

**Jennifer Moreno Reddick**  
312.573.5634  
[✉ E-mail](#)

### Public Relations

**Carrie Grapenthin**  
312.573.5636  
[✉ E-mail](#)

### Continuing Legal Education

**Shannon Prown**  
215.832.4436  
[✉ E-mail](#)

## Impact Matters

Navigant enables clients to respond to major impacts on their business – whether they come in the form of regulation, reform, evolving customer demands, increased scrutiny and government oversight, investigations, disputes or simply a need to optimize performance to create business value. Through a unique combination of technical expertise and deep industry knowledge, Navigant professionals provide clients with unique market insights, independent perspective and a practical path forward to address the impacts on their business.



DISPUTES & INVESTIGATIONS • ECONOMICS • FINANCIAL ADVISORY • MANAGEMENT CONSULTING

© 2011 Navigant Consulting, Inc. | site feedback | privacy policy

home | industries | services | professionals | knowledge center | about nci | investor relations | careers | contact us

Navigant Consulting is not a certified public accounting firm and does not provide audit, attest, or public accounting services.

"NAVIGANT" is a service mark of Navigant International, Inc. Navigant Consulting, Inc. (NCI) is not affiliated, associated, or in any way connected with Navigant International, Inc., and NCI's use of "NAVIGANT" is made under license from Navigant International, Inc. Click here for a complete listing of private investigator licenses.

## Industries



### » Construction

In today's construction marketplace, conflict and risk are a constant. Compressed schedules, insufficient documentation, design omissions, tighter funding, and lack of experienced personnel are critical factors affecting the success of large-scale projects worldwide.

### » Energy

While the Energy industry faces unprecedented uncertainty and risk, it is also moving into an era of immense possibilities. The industry can be defined by international conflict, market volatility, government regulation, and increasing public scrutiny. Energy industry leaders are working harder than ever to meet regulatory, resource, and user demands while ensuring reliability, efficiency, quality customer service, and a solid financial return. All the while, new technologies, new business models, and new market products are creating opportunities for investment and growth in this dynamic industry.

### » Financial Services

The only certainty surrounding the current credit crisis is the fact that it will forever change the financial services marketplace as we know it. Each day brings new developments, resulting in increased scrutiny on financial services organizations with respect to liquidity, risk, credit, regulatory compliance, operations management and a host of other issues.

### » Government / Public Services

Federal, regional and local governments, public authorities and the defense sector often face performance challenges quite different than those faced by other organizations. These entities are confronted with delivering a broad range of services and development projects in highly-visible, multi-stakeholder environments with limited resources, tight finance/budgetary controls, and short deadlines. Simultaneously, they are expected to deliver better public services and transformation in light of a tightening economic outlook.

### » Healthcare

Navigant Consulting's Healthcare practice assists organizations throughout the continuum of care: providers, payers and life science companies. Recognizing the uniqueness of each of these groups, we have established a robust practice comprised of professionals who include hospital, health plan and healthcare financing program executives as well as CPAs, PhDs, MDs, RNs, Pharma Ds and other clinical professionals.

### » Insurance

The insurance industry faces unique performance and regulatory obstacles. As the market moves from hard to soft, companies are confronted with staying ahead of the competition, developing new products and services, managing claims, enhancing operational effectiveness and providing constituents and investors with improving returns on invested capital.

### » Legal

To compete in our global economy, companies have



to take strong positions and employ aggressive strategies. Being assertive in your business, however, can lead to high-profile, high-stakes disputes and significant exposure, including corporate and accounting fraud, money-laundering, and anti-corruption inquiries.

### » All Industries

In every industry, change is a natural and integral part of business. It's often the result of factors high in conflict and risk. To successfully face new and often disruptive changes and challenges, companies must aggressively mitigate exposure while optimizing performance. In increasingly volatile markets, global organizations are discovering that sustaining competitive advantage and minimizing crisis and conflict requires experienced and objective guidance.

© 2011 Navigant Consulting, Inc. | [site feedback](#) | [privacy policy](#)

[home](#) | [industries](#) | [services](#) | [professionals](#) | [knowledge center](#) | [about nci](#) | [investor relations](#) | [careers](#) | [contact us](#)

Navigant Consulting is not a certified public accounting firm and does not provide audit, attest, or public accounting services.

"NAVIGANT" is a service mark of Navigant International, Inc. Navigant Consulting, Inc. (NCI) is not affiliated, associated, or in any way connected with Navigant International, Inc., and NCI's use of "NAVIGANT" is made under license from Navigant International, Inc. [Click here for a complete listing of private investigator licenses.](#)

# Construction



## Navigant Partners with AGC for 2011 Construction Outlook Study

The Associated General Contractors of America and Navigant released the 2011 Construction Hiring and Business Outlook on January 24th. Navigant's Michael Feigin and representatives from the AGC provided insight during the press release. This video includes a summary of the outlook's findings and analysis of its significance. [Click here to learn more.](#)

Navigant is the leading global provider of expert services in mitigating construction risk and resolving disputes. With more than 45 "first-chair" testifying experts worldwide, our Construction team has unrivaled qualifications and experience, including architects, engineers, construction managers, certified public accountants, and quantity surveyors. Clients rely on our professionals for project risk management (PRM®) strategies and insightful analysis of technical, schedule and cost issues, litigation support, and effective expert testimony. We have assisted owners, contractors, architects, engineers, sureties and their counsel in successfully resolving disputes and improving project performance on over 5,000 projects in more than 35 countries around the world. Our project experience spans commercial, institutional, entertainment, infrastructure, transportation, industrial, power, process, petrochemical, government and multi-family residential facilities.

### SERVICES

- » Litigation Support & Expert Witness Testimony
- » Cost/Quantum & Damages
- » Schedule and Delay/Acceleration Analysis
- » Standard of Care & Performance
- » Project Risk Management (PRM®)
- » Building Information Modeling (BIM) Services
- » Real Estate Advisory
- » Healthcare Facilities and Real Estate Solutions

### KEY CONTACTS

- » **David R. Tortorello**  
✉ E-mail  
203.319.6907
- » **Paul Barry**  
✉ E-mail  
+44 (0) 20 7015 8849

### Professionals

# Energy



The energy sector is on the cusp of transformational change. Emerging technologies and societal demand promise to reshape not only the energy we use, but how we use it. We assist clients in deploying and integrating renewables, energy storage, and other emerging technologies, understanding the potential of Smart Grid, and addressing consumer and regulatory demands.

Navigant's Energy practice helps clients strengthen their enterprises in order to increase performance, opportunity, and growth. Our professionals deliver an extensive understanding of regulatory processes, pricing, supply and demand dynamics, market design, fuel sourcing, financing, technologies and operations to a wide variety of players across the energy spectrum. Our combination of industry knowledge and functional expertise enables us to uniquely manage high-profile issues including Mandatory Reliability Standards, energy efficiency, renewable energy, the "energy mix", and the energy crisis in general. Our services are designed to benefit owners, manufacturers, regulators, and investors as we help them minimize risk and optimize performance in this critical, complex, and ever-evolving industry.

## SERVICES

- » Smart Grid
- » Energy Efficiency & Demand Side Strategies
- » Fuels
- » Litigation, Regulatory & Markets
- » Generation
- » Renewable Energy
- » Emerging Technologies
- » Transmission

## KEY CONTACTS

- » William Dickenson
  - ✉ E-mail
  - 202.481.7303

Professionals

## Financial Services



The financial services sector is emerging from the most significant economic crisis in recent history. As the dust begins to settle, financial institutions are once again looking to the future with an eye towards targeted and strategic growth.

To succeed in this new environment, financial services companies must manage traditional and emerging risks, achieve operational excellence, and comply with complex regulatory requirements – all while meeting the competing interests of a diverse group of stakeholders and rebuilding customer trust.

Navigant's Financial Services team understands these challenges and their impact on financial institutions in the banking, asset management and insurance sectors. Our practitioners combine practical industry knowledge with operations, technology, risk and regulatory strategy expertise honed through direct experience working with clients of all shapes and sizes. We bring a refreshing and pragmatic approach to financial services consulting that is focused on delivering results.

### SERVICES

- » **Banking**
- » **Insurance**
- » **Investment Management**
- » **Structured Products and Derivatives Solutions**

### KEY CONTACTS

- » **Andrew Stewart**  
✉ E-mail  
+44 (0) 20 7015 8750
- » **Neil Mayall**  
✉ E-mail  
646.227.4464
- » **Simon Kent**  
✉ E-mail  
+44 (0) 20 7015 8750

### Professionals

## Government / Public Services



Federal, regional and local governments, public authorities and the defense sector often face performance challenges quite different than those faced by other organizations. These entities are confronted with delivering a broad range of services and development projects in highly-visible, multi-stakeholder environments with limited resources, tight finance/budgetary controls, and short deadlines. Simultaneously, they are expected to deliver better public services and transformation in light of a tightening economic outlook.

The professionals of Navigant are poised to help governments and public agencies to deliver successful programs. With strong expertise in finance, technology, public procurement, commercial management, project and resource management, we help clients mitigate risk and optimize performance.

Related Services: [Government Contractor Services](#)

### SERVICES

- » [U.S. Government](#)
- » [Defense Industries](#)
- » [Public Services](#)

### KEY CONTACTS

- » [Dan Turula](#)  
✉ E-mail  
312.583.5712
- » [John Walker](#)  
✉ E-mail  
781.270.8426

### Professionals

# Healthcare



**Navigant's Healthcare practice assists organizations throughout the continuum of care: providers, payers and life science companies. Recognizing the uniqueness of each of these groups, we have established a robust practice comprised of professionals who include hospital, health plan and healthcare financing program executives as well as CPAs, PhDs, MDs, RNs, PharmDs, and other clinical professionals.**

We assist clients with optimizing performance, managing the effects of continually changing regulatory environments, improving reimbursement, and providing financial and operational guidance during periods of challenge and risk. We recognize that many of these issues can be far-reaching and affect multiple areas within an organization. Therefore, our professionals collaborate to bring the right combination of industry and technical knowledge to help clients improve operational and strategic performance.

## SERVICES

- » Providers
- » Payers
- » Life Sciences
- » Healthcare Disputes
- » Healthcare Valuations

## KEY CONTACTS

» **David P. Zito**  
✉ E-mail  
312.583.5871

Professionals

# Legal



To compete in our global economy, companies have to take strong positions and employ aggressive strategies. Being assertive in your business, however, can lead to high-profile, high-stakes disputes and significant exposure, including corporate and accounting fraud, money-laundering, and anti-corruption inquiries.

Navigant assists domestic and global corporations and their counsel who face complex and risky legal challenges. Regardless of business, industry, or market, we deliver best-in-class legal services that help companies successfully navigate complex and contentious disputes. With full and timely knowledge of the latest regulations, our experienced legal teams provide clarity, focus, and sound direction in high-risk business investigations.

## SERVICES

- » Investigations
- » Disputes
- » Discovery Services
- » International Capabilities
- » Construction
- » Government Contractor Services
- » Claims Services
- » Continuing Legal Education (CLE)

## KEY CONTACTS

- » **Jeff Green**  
✉ E-mail  
202.973.2441

Professionals

## All Industries



In every industry, change is a natural and integral part of business. It's often the result of factors high in conflict and risk. To successfully face new and often disruptive changes and challenges, companies must aggressively mitigate exposure while optimizing performance. In increasingly volatile markets, global organizations are discovering that sustaining competitive advantage and minimizing crisis and conflict requires experienced and objective guidance.

Navigant is a recognized leader in addressing disruptive business changes and events with proven expertise that delivers results. With core industry expertise in **Construction**, **Energy**, **Financial Services**, **Healthcare**, **Insurance** and knowledge of the **Legal** marketplace, we provide strategic insight for a broad range of financial, operational, and legal issues. Our global professionals deliver in-depth and actionable knowledge of the most relevant regulations, laws, and developments. Most importantly, we provide options and solutions that help resolve conflict, improve performance, and mitigate risk. Because in an era of increasing change and crisis, there's no time for a learning curve.

### SERVICES

- » **Claims Services**
- » **Corporate Finance**
- » **Risk Management & Compliance**
- » **Legal**

### KEY CONTACTS

- » **Jeff Green**  
✉ E-mail  
202.973.2441
- » **Sharon Siegel Voelzke**  
✉ E-mail  
609.219.8706

### Professionals



## Services



### » Claims Services

Dealing with significant losses due to claims, litigation or an unexpected event can cause disruption to a company's core business. Whether these are the result of a major catastrophe such as Hurricane Katrina, arise from product liability litigation such as asbestos claims, stem from the on-going subprime mortgage crisis, or occur as a result of the increased number of product recalls from China - collecting and analyzing the relevant data and understanding the insurance implications are critical steps to effectively managing a company's potential liability.

### » Discovery Services

The E-Discovery landscape is dramatically changing. Companies today are realizing that they need more than what traditional solution providers can offer in connection with large scale E-Discovery matters. Clients want a more rational and reasonable approach to managing all types of E-Discovery matters. As technology continues to advance, companies are beginning to adopt new software services and architect solutions that will enable them to independently and cost-effectively manage E-Discovery projects. The two main drivers of this trend are compliance with new amendments to the Federal Rules of Civil Procedure and the opportunity to significantly lower cost for E-Discovery activities. In particular, corporations are beginning to bring technology and processes in-house to assist with preservation activities, data collection, data filtering and data analysis prior to engaging downstream vendors. Navigant's Discovery Services practice is a leader in helping clients evaluate and implement these types of solutions.

### » Disputes

Disputes are a fact of life in business today. The successful resolution of complex, high-stakes legal disputes is of paramount importance to companies and their legal counsel. Having a qualified and experienced testifying expert can be a significant strategic advantage.

### » Investigations

Exposure to white collar-crime, corporate fraud and accounting inquiries has escalated for corporations worldwide. In this high-risk business climate, the need for experienced and objective financial and business investigations has never been more critical.

### » Risk Management & Compliance

Constantly changing regulations are a challenge for every organization. Non-compliance can result in lost customers, reputation, profits, employees, and shareholders. And in extreme cases, can lead to a litigious situation. In large organizations, it can be especially difficult to monitor corporate compliance and mitigate risks.

### » Management Consulting

### » Disputes & Investigations

### » Government Contractor Services

The United States Federal Government is the single

largest purchaser of goods and services in the world. Companies operating or seeking to sell in this market are subject to numerous and complex laws and regulations, many involving accounting, pricing and business systems. Federal laws and regulations change frequently, making them challenging to interpret and manage properly. In addition, Government contractors are subject to regulatory and political scrutiny and frequent government reviews, audits and investigations. If violations occur, penalties can be significant, including disbarment from future contracts with the Federal government.

© 2011 Navigant Consulting, Inc. | [site feedback](#) | [privacy policy](#)

[home](#) | [industries](#) | [services](#) | [professionals](#) | [knowledge center](#) | [about nci](#) | [investor relations](#) | [careers](#) | [contact us](#)

Navigant Consulting is not a certified public accounting firm and does not provide audit, attest, or public accounting services.

"NAVIGANT" is a service mark of Navigant International, Inc. Navigant Consulting, Inc. (NCI) is not affiliated, associated, or in any way connected with Navigant International, Inc., and NCI's use of "NAVIGANT" is made under license from Navigant International, Inc. [Click here for a complete listing of private investigator licenses.](#)

## Claims Services



Dealing with significant losses due to claims, litigation or an unexpected event can cause disruption to a company's core business. Whether these are the result of a major catastrophe such as Hurricane Katrina, arise from product liability litigation such as asbestos claims, stem from the on-going subprime mortgage crisis, or occur as a result of the increased number of product recalls from China – collecting and analyzing the relevant data and understanding the insurance implications are critical steps to effectively managing a company's potential liability.

The professionals of Navigant have over twenty years of expertise providing services to help companies who are dealing with significant claims and losses. Our team delivers proven outsourced claims processing solutions to help clients collect the critical data needed to effectively manage claims. Of equal importance, we help clients better understand the extent of their potential liabilities by providing claims analysis and liability estimation services. We also assist companies pursuing recovery from their insurance carriers in both settlement and litigation situations by analyzing the relevant data and preparing insurance claims. Companies who encounter losses resulting from product liability, environmental claims, property damage, business interruption, product recall, fidelity, builders risk and political risk, rely on our professionals to help manage, quantify and mitigate risks.

*"Notwithstanding any representations on this website, in the State of Florida neither Navigant nor any of its subsidiaries engages in or is authorized to engage in the business of public adjusting. Further, neither Navigant nor any of its subsidiaries negotiates, effectuates, solicits, investigates, files, or adjusts insurance claims."*

### SERVICES

- » Insurance Coverage Consulting for Long-Tail Liabilities
- » Environmental Consulting
- » Outsourced Claims Management
- » Asbestos Claim Data Services
- » Insurance Claims Accounting & Consulting
- » Insurable Values Consulting

### KEY CONTACTS

- » **William Alesio**  
✉ E-mail  
609.219.8746
- » **Patrick J. McGrath**  
✉ E-mail  
312.583.5748
- » **Brad Murlick**  
✉ E-mail  
312.583.6817

### Professionals

## Discovery Services



The E-Discovery landscape is dramatically changing. As technology continues to advance, companies are beginning to adopt new software services and architect solutions that will enable them to independently and cost-effectively manage E-Discovery projects. The two main drivers of this trend are compliance with new amendments to the United States Federal Rules of Civil Procedure and the opportunity to significantly lower cost for E-Discovery activities. In particular, corporations are beginning to bring technology and processes in-house to assist with preservation activities, data collection, data filtering and data analysis. Navigant's Discovery Services practice is a leader in helping clients evaluate and implement these types of solutions.

With one of the largest complements of discovery, forensic and litigation support personnel in the United States, Navigant's Discovery Services team brings the expertise to assist companies and legal counsel manage their discovery needs both efficiently and cost-effectively. Clients rely on us to help them mitigate e-discovery costs and risks and respond to discovery and investigations in an efficient and cost effective manner, while also improving their overall compliance profile. We conduct independent, thorough and credible e-discovery and compliance services that withstand regulatory scrutiny thereby freeing clients up to focus on more important matters at hand. For enterprises and law firms, Navigant provides proven, cost-effective discovery strategies that withstand judicial scrutiny and minimize risk.

*Navigant is an approved Microsoft partner. To learn more, [click here](#).*



### SERVICES

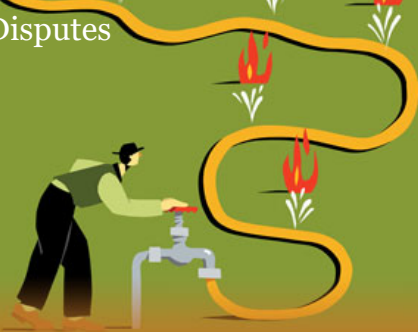
- » Outsourcing
- » Insourcing

### KEY CONTACTS

- » **Richard Finkelman**  
✉ E-mail  
213.670.3282
- » **Phil Beckett**  
✉ E-mail  
+44 (0) 20 7469 1192
- » **James E. Gordon**  
✉ E-mail  
852.9866.2602

### Professionals

# Disputes



**Disputes are a fact of life in business today. The successful resolution of complex, high-stakes legal disputes is of paramount importance to companies and their legal counsel. Having a qualified and experienced testifying expert can be a significant strategic advantage.**

Navigant's teams are experienced in all phases of litigated and arbitrated matters, including fact-finding, early case assessment and strategy, complex data management and analysis. Our experts consult and testify on all types of damages claims, including: lost profits, restitution, contract damages, loss of value, reasonable royalty, econometric and statistical analysis, market definition and competition analysis, economic policy analysis, labor market studies, cost-benefit analysis, and asset valuations. With a long record of success in state, federal, provincial, and chancery courts—as well as arbitration forums—our experts provide objective clarity to complex commercial disputes.

## SERVICES

- » **General Commercial Disputes**
- » **Intellectual Property**
- » **Employment Litigation**
- » **Healthcare Disputes**
- » **International Arbitration**
- » **Financial Services**
- » **Class Action Litigation**
- » **Accounting Malpractice Defense**

## KEY CONTACTS

- » **Jeff Green**  
✉ E-mail  
202.973.2441
- » **David Saunders**  
✉ E-mail  
+44 (0) 20 7015 2324
- » **Robert M. Macdonald**  
✉ E-mail  
416.777.2470

Professionals

## Government Contractor Services



The United States Federal Government is the single largest purchaser of goods and services in the world. Companies operating or seeking to sell in this market are subject to numerous and complex laws and regulations, many involving accounting and pricing. Federal laws and regulations change frequently, making them challenging to interpret and manage properly. In addition, Government contractors are subject to regulatory and political scrutiny and frequent government audits. If violations occur, penalties can be significant, including disbarment from future contracts with the Federal government.

Navigant assists companies and their legal counsel in identifying and mitigating risks of compliance with complex procurement laws and regulations. We have successfully assisted government contractors with a wide range of cost and pricing matters and provided support during disputes and litigation. Our government contract professionals understand the business and regulatory climate in which government contractors operate and provide expert consultation on a vast array of complex business systems issues - from winning government contracts to cost-effectively managing the internal controls and contractor business systems, as well as supporting clients with bid protests, audits, claims, disputes and litigation.

### SERVICES

- » Business Systems Compliance Assessments
- » US Government Contractor Reviews/Compliance Support
- » Capture Management and Proposal Support
- » Change Order, Termination and Claim Preparation
- » On-site and Public Training Programs
- » GSA Federal Supply Schedule
- » Expert Testimony
- » Mergers, Acquisitions and Teaming Agreements

### KEY CONTACTS

- » **Gregory A. Garrett**  
✉ E-mail  
703.734.5953

Professionals

# Investigations



**Exposure to white collar-crime, corporate fraud and accounting inquiries has escalated for corporations worldwide. In this high-risk business climate, the need for experienced and objective financial and business investigations has never been more critical.**

Navigant has the largest and most experienced group of forensic accounting and business investigations professionals in the world. We combine financial expertise with a strategic investigative approach. The result is a unique resource unparalleled in preventing, detecting, and investigating risks and threats to people, companies, premises, and assets.

## SERVICES

- » Forensic Accounting Investigations
- » Corporate Fraud Investigations
- » Anti-Money Laundering
- » Anti-Corruption Investigations
- » Business Intelligence
- » Digital Forensics
- » White Collar Crime

## KEY CONTACTS

- » **Michael Maloney**  
✉ E-mail  
202.481.8415
- » **Ellen Zimiles**  
✉ E-mail  
646.227.4612

Professionals

## Risk Management & Compliance



The situation in the **financial markets** is as tumultuous as we have ever seen. What started as a lack of liquidity in the U.S. sub-prime mortgage market has evolved into a global credit crisis, touching an unprecedented number of companies. As a result, financial services professionals are faced with a new and unique set of challenges – and consequences - relating to identifying, managing and mitigating risks.

Navigant works with companies to understand regulations, measure and implement compliance programs, and evaluate the overall financial risk management program. We help clients analyze and implement solutions appropriate to their exposure and business objectives by developing sound operational approaches that turn traditionally burdensome activities into drivers of shareholder confidence and business performance.

### SERVICES

- » **Credit Risk**
- » **Structured Products and Derivatives Solutions**
- » **Anti-Corruption Investigations**
- » **Anti-Money Laundering**
- » **Business Continuity Management**

### KEY CONTACTS

- » **Paul A. Noring**  
✉ E-mail  
202.973.6550

Professionals



# Management Consulting



The delicate balancing act between maximizing business opportunities and managing the inherent risks and complexities is a difficult task. Developing and maintaining strong compliance programs, optimizing performance and staying ahead of market developments requires in-depth and actionable knowledge.

Clients turn to Navigant for the insight, innovation and experience gleaned from working closely with industry leaders, particularly in the energy, financial services, and healthcare sectors. Our consultants partner with organizations to manage risk and regulatory challenges, enhance operations, increase value and improve performance.

Our unique combination of practical experience and subject matter expertise enables us to provide innovative solutions that create a positive and lasting impact on your overall strategy, reputation, and growth.

## INDUSTRIES

- » **Energy**
- » **Financial Services**
- » **Government / Public Services**
- » **Healthcare**

Professionals

## Disputes & Investigations



To make an impact in our global economy, companies have to take strong positions and employ aggressive strategies. Being assertive in your business, however, can lead to high-profile, high-stakes disputes and significant exposure to corporate and accounting fraud, anti-money laundering, and anti-corruption inquiries.

Navigant assists domestic and global corporations and their counsel address complex and risky legal impacts. Regardless of business, industry, or market, we deliver best-in-class accounting, economic, data management and valuation expertise to help companies successfully navigate contentious commercial disputes. With full and timely knowledge of the latest regulations, our experienced investigative and technical accounting teams provide clarity, focus, and sound direction in high-risk business investigations.

### SERVICES

- » Disputes
- » Investigations
- » Discovery Services
- » Economics
- » Construction

Professionals

## About Navigant Economics

Navigant Economics, a subsidiary of Navigant Consulting, provides economic and financial analysis of legal and business issues to law firms, corporations and government agencies. Our experts are leading academic and industry professionals with backgrounds in economics, accounting, finance and public policy. We serve clients engaged in litigation, regulatory proceedings, policy debates, and strategic planning.

Our analyses are grounded in economic theory and guided by the latest scholarly research. We base expert advice and testimony on an in-depth understanding of the relevant facts combined with application of economic theory and supported by rigorous empirical analysis.

Many of the consulting professionals of Navigant Economics are affiliated with leading academic institutions, including The University of Chicago, Georgetown University, Northwestern University, the George Mason University School of Law and University of Virginia. In addition to our full-time professional staff, we maintain relationships with a wide range of academic affiliates and expert consultants, including distinguished professors engaged in relevant economic and financial research and former top-level government officials. Our experts are closely involved in each engagement – a key to better service and better results – and they are supported by staff experienced in the theory and application of state-of-the-art models in economic and financial analysis.

Navigant Economics was formed in January 2010 through the combination of two highly respected economic consulting firms – Chicago Partners and Empiris.

Our practice areas include:

- » [Antitrust and Competition Analysis](#)
- » [Auctions and Market Design](#)
- » [Class Certification](#)
- » [Communications and the Internet](#)
- » [Consumer Protection](#)
- » [Damages](#)
- » [Discrimination/Labor](#)
- » [Finance, Securities Litigation and Valuation](#)
- » [Healthcare and Pharmaceuticals](#)
- » [Intellectual Property](#)

## News

*The opinions expressed in these papers and articles reflect the views and the work of the authors rather than the views of the institution. Navigant Economics takes pride in the independence of its Experts and thus their views, their research on behalf of Clients, and their final analyses which support their expert opinions.*

### January 11, 2011

The George Mason Law Review, together with Navigant Economics and O'Melveny & Myers LLP, invite you to attend the [14th Annual Symposium on Antitrust Law](#) on February 9, 2011, in Washington, D.C.

### December 28, 2010

Navigant Economics Managing Director [Hal Singer](#) and Senior Expert [Robert Litan](#)'s new article discussing simple policy changes that would help Americans protect their 401(k) plans was featured on [Forbes.com](#).

### December 3, 2010

In a new study, "[The Role of Independent Contractors in the U.S. Economy](#)," Managing Director [Jeff Eisenach](#) concludes that policies that curtail the use of independent contractors would reduce job creation and harm economic welfare.

### November 12, 2010

Navigant Economics Managing Director [Jeff Eisenach](#) will discuss his research on "[Spectrum Reallocation and the National Broadband Plan](#)" at a Georgetown Center for Business and Public Policy [presentation](#) on the topic on November 18, 2010, 12-1:00 p.m.

### November 5, 2010

Navigant Economics Managing Director [Jeff Eisenach](#) will participate in the International Institute of Communications' [Telecommunications and Media Forum](#) on December 7-8, 2010, in Washington, D.C.

[Click here for more news.](#)

CAPITAL ADVISORS

- HOME
- INVESTMENT BANKING
- RESTRUCTURING
- VALUATION
- TRANSACTION ADVISORY
- INDUSTRIES
- PROFESSIONALS

## Welcome to Navigant Capital Advisors

Navigant Capital Advisors ("NCA") is the dedicated corporate finance business unit of Navigant Consulting, Inc. NCA serves the middle market Investment Banking, Restructuring, Valuation, and Transaction Advisory needs of companies, private equity groups, lenders, and other creditor constituencies.

With over 100 dedicated and experienced finance professionals nationwide, NCA advises on mergers, acquisitions, and divestitures; arranges private placements of debt and equity; and, provides a full range of corporate finance services in any industry.

In an era of distress, disputes, and financial and operational challenges, we invite you to explore why companies turn with confidence to Navigant Capital Advisors.

### News

**NCA Professionals Ranked #1 and #2 Among Top Distressed Financial Advisors in First Half 2010**

[Read more >>](#)

**Navigant Capital Advisors, LLC Serves as Financial Advisor to Sumner Regional Health Systems, Inc. in its \$156.8 Million Sale to Lifepoint Hospitals, Inc.**

[Read more >>](#)

### Representative Engagements



**Brotman Medical Center Undergoes Restructuring**

Financial Advisor, Chief Executive Officer and Chief Restructuring Officer to Brotman Medical Center



**GMAC-RFC Restructures \$8.5 Billion of Warehouse Loans**

Global financial and restructuring advisor in workout of Mortgage Finance Warehouse Lending Operations



**Pasadena Tank Corporation Merges With HMT Inc.**

Exclusive financial advisor to Pasadena Tank Corporation

- HOME
- INVESTMENT BANKING
- RESTRUCTURING
- VALUATION
- TRANSACTION ADVISORY
- INDUSTRIES
- PROFESSIONALS
- PRIVACY POLICY

## Our Professionals

Responsive  
Resourceful  
Trustworthy  
Innovative



Browse our professionals by last name

For Navigant Economics, click here

	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
A																									

Filter by Expertise, Specialization, or Location

-- Primary Industry Specialization --

-- Primary Functional Expertise --

-- Office Location --

Search

Search by Keywords

Search

Access to fetch has likely been blocked by CORS policy.

- Continuing Legal Education
- Hot Topics
- Library
- Upcoming Events

Knowledge Center

[Lobby](#)



- Library
- Hot Topics
- Upcoming Events
- Continuing Legal Education

5.3 PLANS - Ground Level Plan

