



Navigant Web Privacy Policy

Effective: February 25, 2011

SUMMARY

Navigant Consulting, Inc. (“Navigant,” “we” or “us”) operates the navigantconsulting.com, navigantconsulting.co.uk, and 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@navigant.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 personally identifiable information 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@navigant.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 personally identifiable information 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 personally identifiable information 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 graphics interchange formats (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 personally identifiable information regarding children under the age of 13.

INQUIRIES, CORRECTIONS AND COMPLAINTS

Your data is submitted to Navigant and is hosted and stored in a database on servers situated in the United States by third parties on behalf of Navigant a Delaware corporation, whose principal place of business is at 30 South Wacker Drive, Suite 3550, Chicago, Illinois 60606, USA. Navigant 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@navigant.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@navigant.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 personally identifiable information 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.navigant.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.