



CERTIFICATION AND AGREEMENT

I declare that all statements made on this application, resume, CV and other information given during the course of my interview are true and complete to the best of my knowledge. I agree that if employed, any false or misleading answer, omission, concealment or failure to answer any question completely and accurately will be cause for denial of employment or immediate termination of my employment regardless of the timing or circumstances of discovery.

I realize that this application is not a contract for employment. I acknowledge that any employment of me by Navigant will not be for a fixed term and may be ended by either me or Navigant at any time without prior notice, unless provided to the contrary in a written agreement executed by both me and the Company.

I understand that if offered a position with Navigant Consulting, I will be required to submit to an employment background check as a condition of employment. I understand I will be required to sign an authorization form to conduct the employment background check which will be provided to me under separate cover.

In consideration for employment with Navigant Consulting, if employed, I agree to read and comply with all Company rules, regulations, policies and procedures.

In accordance with the Immigration Reform and Control Act of 1986, I understand that as a condition of my employment, I must be legally authorized to be employed in the United States. I will furnish evidence acceptable under the law for establishing identity and employment eligibility within 72 hours of my hire date. Furthermore, I realize that the failure to furnish such proof within the required time shall result in immediate employment termination.

Navigant Consulting maintains a workplace free of drugs and alcohol. I understand that I may not possess, use, consume, purchase, distribute, manufacture, dispense or sell alcohol or controlled substances, or have alcohol or controlled substances in my system without medical authorization, during work hours, or on the premises of Navigant Consulting or those of a client. At its sole discretion, Navigant Consulting retains the right to ask me to take blood or other tests in order to determine my compliance with Navigant Consulting's Alcohol, Drug and Controlled Substance policy. Violation of this policy will subject me to disciplinary action up to and including termination.

If employed, I further authorize Navigant Consulting to supply information regarding my employment record in confidence to any government agency, or other party with legal and proper interest. With full knowledge of this provision, I hereby release Navigant Consulting and/or its agents from all liability generated as a result of providing such information.

Navigant Consulting's request for information as set forth in the Employment Application is a continuing one. If at any time after the commencement of my employment, I become aware of any information that changes my original answers, I agree to provide the Company with such additional information or documentation immediately.

I also know that if employed, upon the termination of my employment I will be required to return all company property and records in my possession.