2018 was a fabulous year for FTI Consulting. We achieved record levels of promotions, external accolades and financial performance. We believe this success reflects the core mission we have been on these last few years: to ensure we are leveraging our expertise to help our clients with the most significant challenges and opportunities they face, while also building a company and culture that the best professionals want to be part of.

Our core mission also extends to giving back to the communities in which we do business and empowering our people to support the causes that matter most to them.

The stories shared in our 2018 Corporate Citizenship Report are among hundreds of examples of our colleagues leveraging their deep expertise and collaborating across our segments and regions to build diverse and inclusive teams that are uniquely positioned to make a positive impact. From partnering with major law firms to deliver expert testimony for those facing social and economic injustices to providing professional development opportunities to those in underserved and often overlooked demographics, our people are truly “Experts with Impact.”

On behalf of the Executive Committee, we are proud to celebrate the collective positive impact of our teams around the globe in 2018. Our professionals performed more than 5,000 hours of volunteer service globally; we increased our employee matching gift contributions worldwide; and we provided more than USD$1.8 million in pro bono services, nearly doubling our pro bono contributions compared to the prior year.

These stories celebrate our firm’s contributions, our commitment and our journey, but we recognize that there is still much more to do. We look forward to continually partnering with all of our stakeholders to realize the bright prospects that we believe lie ahead for our people, clients, shareholders and communities.

Steven H. Gunby
President & Chief Executive Officer

Holly Paul
Chief Human Resources Officer
Corporate Citizenship:
Mission, Commitment & Values

OUR MISSION: FTI Consulting is committed to being a responsible corporate citizen that drives positive change in the communities in which we do business.

OUR COMMITMENT: As a responsible corporate citizen, FTI Consulting commits to:
• Serving our clients with integrity and excellent service
• Maximizing long-term value for our shareholders
• Investing in our employees and their goals
• Making a positive impact in our communities
• Minimizing our negative impact on the environment

OUR VALUES:
I ntegrity — I act with integrity
C reativity — I continuously improve to deliver innovative solutions
A chievement — I am committed to quality and accountable for results
R espect — I welcome diversity and differences of opinion
E mpathy — I support others

2018 Corporate Citizenship at a Glance

600+ CHARITABLE organizations supported
5,000+ HOURS of volunteer service
1,300 professionals participated in volunteering, fundraising or both
65+ Corporate Citizenship Champions
USD$1.8 MILLION CONTRIBUTED in pro bono services globally
USD$800,000 contributed to support community-based organizations
4 AWARDS for corporate citizenship-related efforts
58% increase in charitable donations matched by FTI Consulting compared to 2017
ELIMINATED WASTE FROM 75,000 disposable plastic bottles
3% REDUCTION in travel-related CO2 emissions per employee compared to 2017
65+% of professionals globally in LEED-certified (or equivalent) offices
23% REDUCTION in paper usage since 2014
58% REDUCTION in travel-related CO2 emissions per employee compared to 2017
3% REDUCTION in travel-related CO2 emissions per employee compared to 2017
Our Experts Making an Impact

Around the World

As a firm of Experts with Impact, FTI Consulting’s Corporate Citizenship Program seeks to empower our professionals to support the causes and charities that are most important to them. Complementing this, many of our offices around the world have long-standing relationships with local charitable organizations, and have established formalized partnerships to rally their colleagues around a common cause and make a difference as a unified team. A few 2018 partnerships include:

Our Brisbane, Melbourne, Perth and Sydney offices in Australia partnered with the Starlight Children’s Foundation, a nonprofit organization that supports seriously ill children and teens and their families, through programs that offer entertainment, education and well-being experiences. The FTI Consulting team volunteered across many fundraising initiatives to support Starlight programs and undertook sporting challenges and recycling initiatives to raise money for the charity.

The FTI Consulting team in Brussels partners with L’école Chanterelle, a local school for children with learning disabilities. Our Brussels professionals have a long history of volunteering and sponsoring L’école Chanterelle, from visiting and spending time with the children, to donating funds raised from events such as the Brussels Half Marathon.

Our Boston and Washington, D.C. offices participate in the annual Lawyers Have Heart race hosted by the American Heart Association. Each year, the event brings together the legal and professional services communities in large metropolitan areas across the U.S. to run and raise funds to fight the #1 and #5 killers of Americans — heart disease and stroke.

Our Hong Kong office has partnered with Feeding Hong Kong, a charity that seeks to rescue food from manufacturers, distributors and retailers that would otherwise go to waste and redistribute it to local seniors centers, crisis shelters, kitchens, after-school programs and food banks. The team regularly goes to the Feeding Hong Kong food storage warehouses to sort donations and prepare them for distribution in the local community. Watch a video of our professionals volunteering at the Feeding Hong Kong warehouse here.

Our London office elected to partner with Place2Be, the UK’s leading children’s mental health charity, for the last two years. Through initiatives ranging from marathons and abseils down the huge Broadgate Tower building, to in-office bake sales and festive holiday sweater contests, our London team raised over GBP£104,000 for Place2Be.

The FTI Consulting team in Singapore has partnered with Club Rainbow (Singapore), a nonprofit organization that provides counseling services, social integration programs and educational and financial assistance to children with chronic illnesses and their families. The Singapore team works directly with the beneficiaries through organizing impactful events such as holiday shopping trips, cooking demonstrations and more.

Our South Africa-based teams in Cape Town and Johannesburg partnered with Lawyers Against Abuse, a nonprofit organization that provides free legal and psychosocial support services to victims of gender-based violence, and FoodForward SA, an organization that recovers edible food and distributes it to community organizations that serve disadvantaged people. Our professionals supported FoodForward SA through pro bono media relations work and volunteer efforts in the organization’s donation warehouse. The team’s partnership with Lawyers Against Abuse includes volunteer support and fundraising to equip the charity with much-needed office supplies.
OVERVIEW:
As a professional services firm, our environmental impact is mainly the product of travel and real estate. However, our people have an increasing appetite to promote activities and behaviors that reduce our collective environmental impact. During the spring of 2018, FTI Consulting professionals in offices around the world organized initiatives to celebrate Earth Day, a global day of recognition dedicated to environmental awareness and protection.

OUR STORY:
FTI Consulting’s Corporate Citizenship Champions organized various volunteer events and green initiatives around the globe in honor of Earth Day. From an e-waste recycling drive in Seattle, to cleaning a local neighborhood in Boston, to an environmental lunch and learn in Brussels, to banning disposable coffee cups in Sydney, professionals brought attention to our collective environmental impact and what we can do to make a difference. Watch a short video showcasing our efforts here.

OUR IMPACT:
During April and May 2018, more than 2,000 FTI Consulting professionals representing all regions and segments worked to reduce the Company’s environmental impact and make a difference in the communities in which we live and work.
FTI Consulting’s Women’s Initiative (“FTI WIN”) offers career training, professional development, mentorship and networking opportunities around the globe to empower our female professionals to reach their highest potential in their careers and develop best-in-class leadership capabilities. Additionally, FTI WIN offers many opportunities for our professionals to support various organizations aimed at empowering women in their communities through volunteer service, charitable donations and pro bono services.

WOMEN’S WHITE COLLAR DEFENSE ASSOCIATION

Since January 2018, FTI Consulting has been a Diamond Sponsor of the Women’s White Collar Defense Association (“WWCDA”), a coalition of women attorneys and other professionals with relevant expertise who specialize in white collar criminal defense. Prior to becoming a sponsor, several of FTI Consulting’s professionals were WWCDA members. In the fall of 2017, the leader of the WWCDA, Karen Popp of Sidley Austin, asked if FTI Consulting would be interested in becoming a sponsor to assist the organization in expanding by establishing new chapters and increasing members in cities across the globe, and financing its annual meeting, among other activities. FTI Consulting and its Forensic & Litigation Consulting segment gladly accepted the invitation to provide the highest level of corporate sponsorship and is now a strategic partner of the WWCDA, which helps promote diversity in the field of law. Due to this strong partnership, the WWCDA then asked if FTI Consulting could provide pro bono services to enhance and manage the organization’s social media program by posting articles related to the successes of the WWCDA’s members, as well as events run by the organization.

“When FTI Consulting began its sponsorship of the WWCDA, it had an extremely impressive roster of members. But thanks in part to our firm’s sponsorship and our assistance with social media outreach over the past two years, we have helped the organization grow in number and prominence, which has assisted the WWCDA attorneys and our female professionals who are members in growing their professional networks and expanding their opportunities. FTI Consulting’s sponsorship of this organization is an example of our firm’s commitment to helping develop and promote our female professionals.”

FORENSIC & LITIGATION CONSULTING PROFESSIONALS WHO LED THE EFFORT TO SECURE FTI CONSULTING’S SPONSORSHIP OF THE WWCDA:

JILLIAN ROSE
Senior Director, Washington, D.C.

LINDA JARVIS
Senior Managing Director, Seattle

PAT PERICAK
Senior Managing Director, Washington, D.C.

UPDATE: DRESS FOR SUCCESS® PARTNERSHIP

Throughout the 2018 fall and holiday seasons, FTI WIN groups and colleagues all over the globe held annual clothing drives for Dress for Success, a global organization that empowers women to achieve economic independence by providing a support network, professional attire and the development tools to help them thrive in work and in life. Over the course of several weeks, FTI Consulting employees in participating offices brought in clothes, shoes and accessories to donate to their local Dress for Success chapter. In total, employees from our Brisbane, London, Los Angeles, Miami, New York, Roseland, San Francisco, and Seattle offices collected more than 2,000 items for the organization.

In addition, FTI Consulting was named an official partner for Dress for Success’ “Your Hour, Her Power” campaign in celebration of International Women’s Day in 2018. Dress for Success called on individuals to give “one hour of pay” to support a woman in achieving financial empowerment and upward mobility in the workplace. FTI Consulting professionals raised roughly USD$3,000 for the campaign!
Strengthening Our Bodies and Our Communities

LONDON
In London, FTI Consulting professionals fundraised for 2017 and 2018 charity partner Place2Be, the UK’s leading mental health charity, through various fitness and athletic activities, including road races, obstacle course races, softball games, rounders games and abseiling down a London city skyscraper. In total, FTI Consulting professionals raised over GBP£9,500 for Place2Be through fitness activities.

SINGAPORE
In Singapore, a team of FTI Consulting professionals participated in the J.P. Morgan Corporate Challenge, a global race series that celebrates teamwork and the community, providing an opportunity to connect with clients and corporate neighbors. The event raised funds for Movement for the Intellectually Disabled of Singapore, which caters to the needs of people with intellectual disabilities. Team FTI came in third place overall, and the event raised over SGD$9,000.

BRISBANE
In Brisbane, for the third consecutive year, FTI Consulting professionals participated in the Mater Chicks in Pink International Women’s Day Fun Run, a 5K/10K race to support the Mater Foundation, an Australia-based healthcare institution. Mater Chicks in Pink is a charitable organization that raises funds for breast cancer research and to help improve the lives of women living with breast cancer. The event raised over AUD$660,000.

HONG KONG
In Hong Kong, Graham McNeill, a Senior Managing Director and Head of FTI Consulting’s Asia Construction Solutions team, participated in the Vanda Promotions White Collar Boxing Tournament to support The Children’s Surgical Centre in Cambodia. Graham dedicated months to boxing training and fundraising, ultimately winning the tournament and raising over USD$17,000 to help the charity provide free rehabilitative surgery.

UNITED STATES AND AUSTRALIA
Professionals across our U.S. and Australia offices partnered with the Cerebral Palsy Alliance Research Foundation (“CPARF”) for STEPember, a month-long, 10,000 steps-per-day challenge to raise awareness and funds for cerebral palsy. In 2018, 462 FTI Consulting professionals took over 115 million steps and raised a total of USD$43,000 for the CPARF.

GLOBAL
In July 2018, FTI Consulting professionals in Seattle participated in the 25th Annual Swedish SummerRun & Walk to support the Rivkin Center for Ovarian Cancer in honor of Kathryn Hardie, a Senior Managing Director in our Technology segment who passed away in 2018 after a 13-year battle with ovarian cancer. Kathryn was a beloved member of the FTI Consulting community, and the initiative inspired other colleagues across the U.S., UK, France and Australia to run their own independent 5ks on the same day and make donations. In total, FTI Consulting and its professionals contributed over USD$10,000 to the Rivkin Center and other charities in Kathryn’s honor.
Experts in Schools: Helping Young Students Navigate Economics and the Media

OVERVIEW:
In the wake of the 2008 financial crisis, FTI Consulting partnered with UK-based educational nonprofit Young Citizens to create Experts in Schools, a skills-based volunteer program through which FTI Consulting professionals utilize their unique industry expertise to teach 14- to 17-year-old students about economics and media literacy. Experts in Schools fills a gap in the UK national curriculum, giving young people in areas of high socioeconomic deprivation much-needed access to professionals and unique insights into modern-day society.

OUR STORY:
For the last seven years, FTI Consulting economists have utilized their economic and financial expertise to educate young students about the causes and impact of the global financial crisis, the “Boom, Bust & Crunch” economic cycle and, more recently, Brexit. In 2018, FTI Consulting piloted an expanded program that incorporates the media expertise of our Strategic Communications professionals to teach students about navigating the media and recognizing “fake news.” The FTI Consulting team also launched a new work experience program, which offers students the opportunity to gain first-hand workplace experience alongside FTI Consulting’s team of seasoned economists.

OUR IMPACT:
Since inception, FTI Consulting and Young Citizens have held over 45 Experts in Schools workshops, sponsored four Brexit Conferences and produced downloadable lesson plans for teachers that have reached over 33,000 students in the UK.

RECOGNITION:
- Best Community Engagement Award, Managing Partners’ Forum Awards, 2019
- Gold Award for Best Educational Program, The Corporate Engagement Awards, 2016

“The best thing about the Experts in Schools: Media Session is the access to FTI Consulting professionals and the high-quality resources they provide. Complex learning objectives are met in efficient and well-paced sessions that would take much longer in a classroom setting.”
— Teacher, Parliament Hill School, London

“Young Citizens was one of the things that first attracted me to FTI Consulting when I was looking at organizations to join. I studied economics at university, so I am passionate about everyone having a good understanding of what is going on around them in the economy. This program is brilliant!”
— FTI Consulting Professional, London
Birdies for Development: Inspiring the Next Generation of Experts to Make an Impact

OVERVIEW:
The All Stars Project, Inc.'s Development School for Youth (“DSY”) supports young people in preparing to enter the workforce and encourages both personal and professional development. Over the last 18 years, FTI Consulting’s partnership with DSY has included annual summer internships, mock interview programs and in-house career development workshops for DSY participants who are interested in pursuing consulting careers.

OUR STORY:
In 2018, FTI Consulting and the All Stars Project partnered with FTI Consulting-sponsored PGA Tour golfers Webb Simpson and Charles Howell III to launch the Birdies for Development campaign during the 118th U.S. Open Championship. Donations to the Birdies for Development campaign benefited the All Stars Project’s national DSY program, which brings young people ages 16 to 21 together with business leaders to provide insights about working in a professional setting. As part of this partnership, Webb Simpson and Charles Howell III each committed to personally donate to the All Stars Project for every birdie they made at the 118th U.S. Open Championship. FTI Consulting matched each donation, as well as donations from FTI Consulting employees made during the campaign. Making the event extra special, a group of DSY participants from New York City were invited to be guests of Webb Simpson and Charles Howell III during their U.S. Open practice rounds, where they had the opportunity to discuss what it means to be professionals on the course and in business with two PGA Tour golfers at the top of their game.

OUR IMPACT:
Over our 18-year partnership with DSY, FTI Consulting professionals have provided hundreds of hours of volunteer service, and the firm has contributed approximately USD$300,000 in charitable support to the organization through programs such as Birdies for Development. FTI Consulting also sponsors the annual All Stars Project National Gala Benefit and New York DSY Luncheon and is deeply involved in the Operation Conversation: Cops and Kids program, which creates performance-based workshops that bring inner-city teenagers together with New York City police officers to build and improve their relationships.

RECOGNITION:
In 2017, FTI Consulting was honored with the Corporate Champion Award in recognition of the firm’s long-standing commitment to the All Stars Project and DSY.

“Having an impact off the course is just as important to me as competing each weekend. Supporting causes that benefit children and young people is a focus of mine, and partnering with the All Stars Project through Birdies for Development is an extension of that commitment.”
— CHARLES HOWELL III
Three-Time PGA Tour Winner

“Growing up as a child of immigrants, in a similar rough environment in New York City and ultimately succeeding in my personal and professional life, has connected me with the All Stars Project in ways that are hard to describe. I hope sharing my story with the DSY participants will inspire them to get an education, work hard and succeed in life. FTI Consulting has given me the opportunity and financial ability to make this happen, which has allowed us to make a meaningful impact through our long-term partnership with the All Stars Project.”
— PHILIP STERN
Senior Managing Director, Forensic & Litigation Consulting and DSY Trustee
New York City
Pro Bono Spotlight: 
Driving Change with Data

OVERVIEW:
In 2016, the Legal Aid Justice Center filed a class action lawsuit in Virginia federal court contending that a state law mandating driver’s license suspension for people who cannot pay court fines violated equal protection under the Constitution by unfairly targeting the working poor and creating a negative cycle from which they were unable to escape.

OUR STORY:
As part of the lawsuit, Stinnie v. Holcomb, lawyers at McGuireWoods working with the Legal Aid Justice Center retained Steven Peterson, an Executive Vice President with FTI Consulting subsidiary Compass Lexecon, to testify to the effects of suspending driver’s licenses. Working with Aanchal Jain, Carlos Paez and Douglas Schwartz of Compass Lexecon and Ben Schoenfeld, an independent computer scientist who compiled a website with publicly available data from across Virginia’s court system, Steven was able to demonstrate that the law unfairly targeted the poor.

Court data showed that individuals with licenses suspended for failure to pay were more likely to be poor. For example, the team found that between 2015 and 2017, about 86% to 88% of speeding fines, an offense committed by rich and poor, were paid within 60 days. However, during the same time, only about 8% to 10% of fines for driving with a suspended license were paid within 60 days. The average unpaid fine at the third driving-while-suspended offense, which carries a mandatory 10-day jail sentence, was US$1,370, an amount that someone would likely pay if they had the means to do so instead of going to jail. And a jail sentence prevents them from working and earning money to provide for their families, pay their fines and contribute to the broader economy.

PRO BONO CONTRIBUTION:
Compass Lexecon contributed 178 hours in pro bono services on this case in 2018 and 225 hours over the course of the engagement.

OUR IMPACT:
In December 2018, a federal court judge granted a preliminary injunction in Stinnie v. Holcomb, ruling it was “likely that Plaintiffs will succeed in establishing that (the suspension law) violates procedural due process.” The court also was considering whether to certify the case as a class action.

Also in December 2018, Virginia Governor Ralph Northam proposed a budget amendment that would end the practice of suspending driver’s licenses for unpaid court costs and fees.

In addition to Stinnie v. Holcomb, Steven also drafted the economic analysis for an amicus brief filed by the Virginia Poverty Law Center in Nicholson v. Virginia, a separate case in which a woman was fighting her license suspension. That case is currently before the Court of Appeals of Virginia.

“The work of Steve and the entire Compass Lexecon team was instrumental in enjoining a law that had a disproportionate effect on lower-income Virginians. Hundreds of thousands of Virginians no longer have to face the difficult dilemma of either obeying a suspension and losing their ability to support their families or driving on a suspended license and facing further punishment. By the accounts of all those who were in the courtroom, Steve’s work was dazzling and one of the keys to victory.”

— CURTIS LU 
General Counsel, FTI Consulting Washington, D.C.
Pro Bono Update: Disputes Expertise Supports $300 Million Verdict

OVERVIEW:
As featured in the 2017 Corporate Citizenship Report, Maria Tsennykh, Ph.D., a Senior Director in the Dispute Advisory Services practice within FTI Consulting’s Forensic & Litigation Consulting segment, submitted an expert report calculating the economic damages caused by the death of American journalist Marie Colvin, who was killed in 2012 while covering the Syrian civil war for the British national newspaper The Sunday Times. In 2016, Marie Colvin’s family filed a lawsuit against the Syrian government in Washington, D.C., alleging that Syrian officials targeted and killed her to silence her reporting on Syria and the besieged city of Homs.

OUR STORY:
Working with the law firm Shearman & Sterling LLP and FTI Consulting professionals from across the firm, Maria had to consider unique issues in her calculations, such as estimating the probability of being killed as a foreign correspondent in a war zone. As part of her report, Maria interviewed multiple well-known journalists around the world about the risks they faced. They were more than willing to support her work to help bring justice for a journalist they considered a role model.

In addition, to support her expert analysis, Maria reviewed estate accounts, financial securities statements, tax documents and employer policies. She also had to consider Marie Colvin’s celebrity as a widely admired, award-winning war correspondent and the supplemental income-generating opportunities that may have come her way, such as possible freelance work on books and documentary films.

The case has received significant media coverage over the years, and Marie Colvin’s story was retold in the recent feature film A Private War, in which she was portrayed by actress Rosamund Pike.

PRO BONO CONTRIBUTION:
FTI Consulting contributed 512 hours in pro bono services on this case in 2018 and 1,051 hours over the course of the engagement.

OUR IMPACT:
In January 2019, a U.S. District Court judge accepted Maria’s methodology and awarded actual economic damages of USD$1 million. That figure was added to the USD$300 million in punitive damages.

“Marie Colvin embodied the very best of war journalism: compassion, integrity and an indefatigable commitment to show the world the realities of war. The Assad Regime targeted Marie precisely for those qualities, as part of a systematic effort to hide its atrocities and legitimize its murder of its own citizens. The Court’s judgment condemns this cynical strategy of confronting civic disagreement with violence. It represents a message of solidarity to activists and dissenters, and a stand against impunity for those who would equate words with Kalashnikovs.”
— HENRY WEISBURG
Partner, Shearman & Sterling LLP

“It was a mission. I consolidated all my experience in valuation, accounting, economics and international law, and contributed to the most interesting project of my career. I also felt responsible to think in broader terms. It was not a pure calculation based on information and the application of common methodologies and approaches acceptable in the industry. I had to think through every nuance of Marie Colvin’s life, envision every detail and understand the industry she worked for, as well as her professional aspirations.”
— MARIA TSENNYKH, PH.D.
Senior Director, Forensic & Litigation Consulting
New York City
Pro Bono Spotlight: Attorneys Fighting for Equal Justice

OVERVIEW:
Atlanta Volunteer Lawyers Foundation (“AVLF”) is a nonprofit organization that stands with low-income Atlantans as they demand safe and stable housing, insist on fair pay and break free from domestic violence. The largest provider of pro bono legal services in Atlanta, AVLF leverages the collective power of the professional community to provide free education, advocacy and representation to low-income Atlanta families when they need it most. With teams at Fulton County Courthouse and deeply embedded in Atlanta’s communities, AVLF meets their clients where they are—geographically and emotionally—to address not just their legal needs, but whatever else they need to thrive.

OUR STORY:
Over the past 10 years, several Atlanta-based FTI Consulting professionals, including Senior Managing Director Sean Harding and Managing Directors Louise Rains Gomez and Heather Difore, have been providing one-off support to AVLF. In 2016, professionals in the Atlanta office came together to establish a more formal partnership with the organization and received interest from the firm’s Corporate Finance & Restructuring, Forensic & Litigation Consulting and Technology segments. The segments joined forces and created a distribution list of FTI Consulting experts eager to assist in times of need.

FTI Consulting’s team of volunteer professionals has supported many low-income families in Atlanta facing wrongful eviction. The team has also helped children receive a more consistent education by providing them with a continued place to call “home.”

In 2016, Senior Director Miro Moutaftchiev, Director Candice Barfield and Senior Consultant Brody Klett joined a team of AVLF volunteers seeking to reduce student transiency at Thomasville Heights Elementary School, one of the poorest and worst-performing schools in Georgia, by improving living conditions in the neighboring Forest Cove Apartments, which house 95% of the school’s population. The team determined the U.S. Department of Housing and Urban Development’s degree of responsibility for the inadequate living conditions and presented its findings of code violations to Forest Cove’s management and the City of Atlanta.

PRO BONO CONTRIBUTION:
FTI Consulting contributed 170 hours in pro bono services to AVLF from 2016 through 2018.

OUR IMPACT:
As a result of the team’s work, Forest Cove secured thousands of dollars in long-overdue housing updates. By 2018, student turnover at Thomasville Heights dropped by nearly half and standardized test scores increased by 50% over the previous year.

“Imagine coming home one day to find your possessions strewn across your front yard. You learn your landlord has evicted you illegally, but you don’t have the funds to represent yourself or your family in court. This is where we, FTI Consulting, AVLF and attorneys across Atlanta step in to help and fight for equal justice.”
— BRODY KLETT
Senior Consultant, Forensic & Litigation Consulting
Atlanta

“There is something so powerful in standing with and giving a voice to low-income families and children in our community in times of need. Seeing the impact we have made over the last two years through our partnership with AVLF makes me proud, and I look forward to seeing what we can accomplish together over the next two.”
— LOUISE RAINS GOMEZ
Managing Director, Technology
Atlanta
Changing Our Practices to Support Sustainability

As a professional services firm, our primary environmental impact comes from business travel, real estate, technology and paper use. For that reason, these are the key areas we focus on when working to reduce our environmental impact collectively as a firm.

REAL ESTATE

Real estate is a significant contributor to the firm’s overall environmental footprint through energy used to power, light, heat and cool our offices. The firm has made significant strides in recent years to foster sustainable business practices and improve the workplace experience for our 4,700+ professionals worldwide through the transformation of our real estate footprint, which to date includes achievements such as our London office renewing its ISO 14001 certification for the third consecutive year and the firm’s headquarters in Washington, D.C. recently achieving LEED Silver certification from the U.S. Green Building Council.

Leveraging our success from prior office relocation projects, in 2018, FTI Consulting delivered 11 real estate projects across all of its geographic regions, which include environmental and operational improvements such as:

- Reduced the real estate square footage of these offices by 20% through more efficient space design
- Improved workspaces focused on enhancing ergonomic performance and the employee experience
- Installed bottle filler stations that eliminate potential waste from over 75,000 plastic bottles annually
- Dramatically improved technology and WiFi capabilities to better support our busy professionals’ technology needs
- Newly designed spaces to better support collaboration among FTI Consulting professionals
- Increased access to natural light for all professionals through new office space design
Changing Our Practices to Support Sustainability (continued)

TRAVEL
Recognizing that travel is a necessary part of conducting business at FTI Consulting, the Company works with an independent nonprofit organization to obtain annual companywide travel emissions reports. These reports allow us to monitor our people’s collective travel-related environmental impact and create strategies to reduce it. In 2018, the Company’s CO2 emissions from air, rail, car and hotels per employee declined 3% compared to CO2 emissions per employee in 2017.

In addition to proactively monitoring our carbon emissions related to air, rail, car and hotels, the Company has proactively taken actions to reduce the environmental impact of our employees’ travel, including:
- Investing in video conferencing via Skype for Business for all employees globally
- Banning the use of black cars and endorsing ridesharing companies in an effort to reduce car-related emissions
- Implementing changes to the firm’s global Travel Policy that focus on reducing FTI Consulting’s collective environmental footprint

FTI Consulting’s Global Travel department regularly shares environmentally friendly travel information in companywide internal communications and hosts educational Travel Fairs in various offices. Travel Fairs are attended by partner hotel, airline and car rental companies and promote ways in which employees can reduce their environmental impact while traveling, such as by renting hybrid vehicles, traveling by train instead of airplane and participating in hotel-specific environmental programs.

PAPER USE & RECYCLING
FTI Consulting is committed to reducing our environmental impact through minimizing paper use and printing. To support our efforts in this space, we have reduced our overall printer fleet by over 10% in the past five years, which has also decreased our electricity consumption, use of toner cartridges and overall paper usage. These efforts have led to a 23% reduction in paper usage since 2014.

FTI Consulting also works with a vendor to shred and recycle paper securely. Through this partnership, FTI Consulting recycled 65.8 tons of paper in 2018, which is the equivalent of:
- Saving 95,000+ pounds of CO2 emissions;
- Removing 9.2 cars from the road;
- Saving 1,100+ trees; and
- Saving 1.8 million gallons of water.

E-WASTE
The firm is committed to asset recovery and IT recycling to ensure we comply with industry regulatory requirements, including the Waste Electrical and Electronic Equipment (“WEEE”) Directive and disposing of electronic hardware in an ethical and environmentally sensitive manner. As a company, we only engage with third-party disposal companies that are approved by industry accreditors ADISA or CESG and are certified in the relevant ISO standards, such as ISO 9001 and ISO 14001.

As an example, in our Europe, the Middle East & Africa (“EMEA”) region, we partner with a disposal company that complies with the Department for Environment, Food and Rural Affairs’ WEEE Directive Annex 11, which ensures the Company is authorized to treat and dispose of electronic waste ethically and professionally to the highest standards. Our focus recently has been on the reuse of assets by selling the component parts to minimize the environmental impact of IT waste. In turn, we donate all sale proceeds to a local charity.

DATA CENTER FOOTPRINT
We have primary data centers located in North America, EMEA and Asia Pacific that must operate around the clock to provide critical business services to support our global clientele. FTI Consulting is committed to reducing the power consumption of these data centers and has begun a key strategic project to migrate our North American data center to the cloud, which will substantially reduce our carbon footprint via energy consumption.

The firm has also leveraged innovative virtualization technology for several years. Network virtualization, storage virtualization and improvements to server virtualization are areas where this technology has already made a significant impact for FTI Consulting and where we see continued growth and deployment. FTI Consulting utilizes virtualization wherever appropriate to reduce cost, improve service levels and minimize our carbon footprint. At the end of 2018, FTI Consulting’s server infrastructure was over 90% virtualized.
Singapore: Cooking healthy meals with children from Club Rainbow

Perth: Cooking dinner at a local Ronald McDonald House

Singapore: JP Morgan Corporate Challenge

Brisbane: Packing gift bags for sick children in partnership with Starlight Foundation

London: Feeding an in-office take-out for Florence

San Francisco: Cleaning up a local beach for Earth Day

Cape Town: Supporting a local food bank for Mandela Day

Bowie: Collecting litter from a local park

Brussels: Running the Brussels Half Marathon to raise funds for a local school

Hong Kong: Sorting food donations with Feeding Hong Kong

Toronto: Volunteering at a local homeless shelter and food bank

Hong Kong: Sorting food donations with Feeding Hong Kong

São Paulo: Volunteering with the Care Institution for Children and Teenagers

Toronto: Volunteering at a local homeless shelter and food bank

Toronto: Sorting food donations with Feeding Hong Kong

San Francisco: Cleaning up a local beach for Earth Day

São Paulo: Volunteering with the Care Institution for Children and Teenagers

Bowie: Collecting litter from a local park

Cape Town: Supporting a local food bank for Mandela Day
Organizations and Programs Supported (continued)

- The Jack & Jill’s Foundation
- The JCK Foundation
- JDRF
- The Jennifer Bush-Lawson Foundation
- Jewish Community Center of Paramus
- J.P. Morgan Corporate Challenge
- Junior Achievement of New York
- Just Try It.
- Keep Temescal Clean & Beautiful
- KEEN Academy
- KovodWorks
- KND
- The King County Bar Foundation
- King School
- KOOD
- Kristina Core Foundation
- Lab Rescue LRCP
- La Cose-Rouge française & Paris
- Lafayette Partners in Education
- Lake Norman Community Health Clinic
- The Lake Oconee Schools Foundation
- The Lamb Center
- Las Vegas Metropolitan Police Department Foundation
- Lawyers Against Abuse
- Lawyers’ Committees for Civil Rights of the San Francisco Bay Area
- Lawyers’ Committees for Civil Rights Under Law
- The League of Women Voters Illinois
- League of Women Voters of Illinois
- Lincoln Champions
- Legal Aid Justice Center
- Legal Aid of Marin
- Legal Counsel of Youth and Children
- Legal Services for Children
- The Lerner Conservation Foundation
- The Leukemia & Lymphoma Society
- Leesburg Education Foundation
- Liberty Humane Society
- Life (LIFE’s Literacy for EveryOne) Ltd
- The Light House
- Lighthouse D.C.
- Lincoln Park Community Services
- Little Lights
- Louisa College
- Louisiana College
- The Lord Mayor’s Appeal
- Lost Dog & Cat Rescue Foundation
- Love Your Block
- LoveYourFoodBank
- Loyola Jesuit Secondary School
- Lucky Dog Animal Rescue
- Lunch Break
- LUNGevity
- The Lutzgarde Foundation
- MACS Foundation
- Make A Wish Foundation UK
- Make a Wish Illinois
- Make a Wish Massachusetts and Rhode Island
- Make A Wish
- Marie Stream
- March of Dimes
- Marine Toys for Tots
- Mary Immaculate Catholic School
- Maryland CASA Association
- Maryland Food Bank
- Maryland University Hospital & Hospice
- Marie’s Place
- Marylanders Against Abortion
- Marylander’s Foundation
- Marylandowns and Partners
- Maryland’s Family Bill of Rights
- Maryland’s Children’s Health Foundation
- Maryland’s Children’s Hospital Foundation
- Natural Resources Defense Council
- NatureServe
- New England Donor Services
- New York Women’s Foundation
- New York City Rescue Mission
- New York Common Pantry
- New York Road Runners
- New York University
- New York University Stern School of Business
- New York City Mission
- New York University Langone Medical Center
- Nolte’s Children’s Foundation
- North Central Community Foundation Northwest Center
- Northwestern Memorial Hospital
- Northwestern University
- N Street Village
- Nalley Family Service Bureau
- Oak Park and River Forest
- Omega Phi Beta Foundation
- Onondaga
- One-Acre Fund
- One Gauge
- One Nation
- One Neighborhood House
- Open City Advocates
- Opening Doors London
- Operation Underground Railroad
- Our Next Generation
- Out Leadership
- Oxford Cancer Research Foundation
- Oxford Friends and Familial Foundation
- Oxam-America
- Oxam-Argentina
- Oxam-Internation
- Oxfam
- Oxfam America
- Oxfam’s Cancer Action
- Animal Shelter Advisor Helper
- Paramus High School
- The Pooch Party
- Pointer Project: Muscular Dystrophy
- Parents en Salle
- Parkers’s UK
- Partners With Saissi (Zamm Saya)
- PARS Chicago
- P.E.R.S., Inc.
- Pearl Street Cupboard and Café at Park
- Pearl Street Cupboard and Café
- The Pennsylvania State University
- Pearl Alliance of Greater Orlando
- Peter and John Ministries
- Peter Paul Development Center
- Peterson Middle School PTSA
- The Philadelphia Ronald McDonald House
- Phoenix Montessori School
- Phoenix Mission of America
- Phoenix Montessori School
- Pink Street Inn
- Plan International USA
- Planned Parenthood Federation of America
- Planned Parenthood of Northern California
- Planned Parenthood of Metropolitan Washington, D.C.
- Police Athletic League of New York City
- The Polio Museum
- A Precious Child, Inc.
- Preschool Tutor
- Princeton Day School
- Prison Book Program
- Prisoners’ Literacy Project
- Pro Bono Economics
- Harold D. Cave
- Glen Echo Park Partnership for Arts and Culture
- GlobalGiving
- Global Giving
- Global Links
- Goldstein Garden National Parks Conservancy
- Greater Chicago Food Depository
- Greater Los Angeles Area Council, Boy Scouts of America
- Greater Pittsburgh Community Food Bank
- Great Falls Reston Soccer Club
- Great Western Railway
- The Greater Chicago Foundation
- Greater Hartford Central
- Greater Houston Central
- Greater Indiana Central
- Greater Kentucky Central
- Greater Las Vegas Area Council
- Greater Los Angeles Area Council, Boy Scouts of America
- Greater Nashville Central
- Greater North Carolina Central
- Greater Ohio Central
- Greater Orlando Central
- Greater Phoenix Central
- Greater San Francisco Bay Area
- Greater Seattle Central
- Greater St. Louis Central
- Greater Tampa Bay Central
- Greater Washington, D.C.
- Greater Western Slope Central
- Greater Western Washington Central
- Greater Western Washington Central
- Greater Wyoming Central
- Greater Delaware Central
- Greater District of Columbia
- Greater Denver Central
- Greater El Paso Central
- Greater Chattanooga Central
- Greater Charleston Central
- Greater Cincinnati Central
- Greater Columbus Central
- Greater Indianapolis Central
- Greater Milwaukee Central
- Greater Minneapolis Central
- Greater Nashville Central
- Greater Oklahoma Central
- Greater Orlando Central
- Greater Phoenix Central
- Greater Portland Central
- Greater Raleigh Central
- Greater Richmond Central
- Greater St. Louis Central
#TeamFTI in Houston recently participated in the @HoustonCorpRun with 4,000+ other runners to raise money for @MemorialPark Conservancy! #FTIGivesBack

"On Monday night, my @FTI Consulting colleagues and I served dinner to those in need at @centralunion. Happy to support their cause and help people get back on their feet. #FTIGivesBack"

"Professionals in Dallas recently participated in @Cycle4Survival in honor of colleague Evan Bookstaff, who was diagnosed with a rare form of cancer in his bones – great work. #TeamFTI @sloan_kettering #FTIGivesBack"
About FTI Consulting

FTI Consulting, Inc. is a global business advisory firm dedicated to helping organizations manage change, mitigate risk and resolve disputes: financial, legal, operational, political & regulatory, reputational and transactional. With more than 4,700 employees located in 28 countries, FTI Consulting professionals work closely with clients to anticipate, illuminate and overcome complex business challenges and make the most of opportunities. The Company generated $2.03 billion in revenues during fiscal year 2018. For more information, visit www.fticonsulting.com and connect with us on Twitter (@FTIConsulting), Facebook and LinkedIn.

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