

APRIL 2019



DIVERSITY, INCLUSION & BELONGING STRATEGY

EXPERTS WITH **IMPACT**TM

At FTI Consulting, we recognize that our ability to build and extend a world-class global consulting firm requires attracting the best professionals from every talent pool available. We have been working tremendously hard to create an inclusive and high-performing culture in which our professionals can grow their careers and achieve their full potential.

We also acknowledge that meaningful change takes time, and, while there is still a great deal of work to do, we will not waver in our commitment to remain transparent and accountable for building a diverse and inclusive firm that embraces belonging. We are committed to this because we believe we must attract the best professionals in the market and invest behind them to deliver innovative and collaborative solutions for our global clientele.

FTI Consulting's Diversity, Inclusion & Belonging efforts extend globally through a multi-pronged approach focused on attracting, developing and retaining diverse talent. This includes programs and strategies aimed at hiring, retaining and developing top female talent at all levels of the firm as well as talent from under-represented populations that will support our aspirations for continuing to build a diverse and inclusive firm culture.

Leadership

We believe the most effective way to accelerate change is to build a diverse and inclusive leadership team. Today, 50% of our leadership team, which consists of executive officers as well as segment and regional leaders, represent diverse groups, including women and professionals of African, Asian and Indian descent. This compares to 0% of those roles being filled by executives of diverse backgrounds at the end of fiscal 2013.

At the board level, 25% of our directors are women and 25% of our directors represent countries outside of the U.S. Our annual Proxy Statement states that our Nominating and Corporate Governance Committee and Board holds diversity as a key attribute when considering director nominees. Our Board of Directors strongly believes that diversity of gender, cultural background, professional skills and work experience brings unique perspectives to the Board and helps broaden the Company's understanding and knowledge of the markets we serve.

Senior Professionals

At our Senior Managing Director level, we have set aggressive goals to increase the number of female Senior Managing Directors in the firm. In 2017, we communicated our commitment to increase the number of women Senior Managing Directors to 100 by 2020, which represents a 60% increase compared to 2017. To meet this goal and ensure we have strong female leadership, our Executive Committee has committed to aggressively building three-year pipelines of potential female Senior Managing Director candidates so that we have a strong pool of talent for promotion. In addition, all succession planning and hiring for Executive Committee roles must include qualified female and diverse candidates on the interview slate.

Junior Professionals

Below the leadership ranks, we will continue to focus on **attracting** diverse professionals to ensure we are building an inclusive firm and culture. For example, we:

- Remove candidate names from resumes to address the potential for unconscious biases;
- Require all third-party agencies to bring a diverse candidate slate for all roles;

- Ensure that there is female representation while interviewing candidates at the Director level and above; and
- Use targeted recruitment platforms focused on diverse groups to expand our talent search pool.

For campus and graduate recruiting, we have set a target of achieving a 50/50 gender balance in hiring and have increased our presence at diversity events at our core partner universities to ensure we are attracting talent from every pool available. In addition to engagement with diverse groups at our partner universities, we also partner with the National Association of Black Accountants and the Association of Latino Professionals in Finance & Accounting, among other diverse talent networks to recruit talented professionals. In 2018, we also launched our **Ambassadorship** and **WINtern** programs in the U.S.

- Our Ambassadorship program identifies diverse students on campus during the spring recruiting season who are freshmen and sophomores. These candidates are assigned an FTI Consulting ambassador (an individual who currently works for FTI Consulting in the segment/practice in which the candidate is interested). This allows for diverse candidates to stay connected to FTI and have a mentor ahead of them being eligible for our internship programs open to students in their junior year.
- Our WINternship is a six-week program tailored to women beginning their second year at universities. This program gives female students an opportunity early in their college career to build their network and gain technical experience, personalized coaching and professional development opportunities from dedicated women in their field of interest.

Talent Development & Retention

In addition to attracting diverse talent, we are committed to developing and retaining our employees.

From a **development** standpoint, we require Unconscious Bias training for all employees with management responsibilities to ensure they are creating an inclusive team environment. We also support our employees' professional development with emphasis on everyday coaching, feedback, mentoring and sponsorship. In addition to technical training, our Learning & Development team conducts Milestone programs for newly promoted professionals at every level. We also sponsor Learning & Development programs within our [FTI Women's Initiative Network](#) ("FTI WIN") to support our gender parity goals. Our annual **FTI WIN Managing Director Transformational Leadership Program** seeks to support and further develop a selected group of high-performing women Managing Directors. Since the program's inception in 2015, 16 women who participated have been promoted to Senior Managing Director.

From a **retention** standpoint, we seek to build a culture of inclusion through our **Diversity Ambassador** and **FTI WIN** programs.

- Our Diversity Ambassador program is grounded in the philosophy that diversity of thought promotes innovation and enables us to bring new ideas to solve our clients' challenges and build our business. Diversity Ambassadors are committed to creating an environment where all professionals feel valued and have access to opportunities for growth and development. Since the launch of our Diversity Ambassador Program in 2017, we have expanded the program to 21 cities globally. Through the Diversity Ambassador program, members hold diversity panel series with industry peers, organize heritage celebrations and participate in community outreach via volunteering and pro bono services and training.

- Launched in 2013, our FTI WIN program offers career training, professional development, mentorship, networking and community outreach opportunities across the globe to empower our female professionals to reach their highest potential and develop best-in-class leadership capabilities. Since its inception, professionals across the FTI Consulting network have worked diligently to build participation and local programs by participating in office meetings, hosting networking events with clients and developing core committee initiatives to support our women. In 2018, FTI WIN celebrated its fifth anniversary, with more than 100 events hosted in 30 cities globally.

We also support retention through our employee benefits. These include our 16-week parental leave in the U.S. for birth mothers, six weeks of parental leave for new fathers or parents following an adoption, flex return support and various work-life integration initiatives to meet the flexibility needs of our employees.

Community Engagement

Through our [Corporate Citizenship](#) program, FTI Consulting partners with local charitable organizations around the globe who share our desire to foster diverse and inclusive communities. Across our offices, FTI Consulting's experts have devoted their time, knowledge and experience to programs and initiatives that benefit diverse groups and organizations through pro bono work, volunteer initiatives and fundraising campaigns. Such organizations include:

- **Action Breaks Silence**, an educational charity with the mission of creating a world where women and girls can live free from fear of sexual and gender-based violence.
- **Diversity Role Models**, a UK-based charity that seeks to eliminate homophobic, biphobic and transphobic bullying in UK schools and to prevent bullying before it happens by educating young people about difference, challenging stereotypes and addressing the misuse of language.
- **Dress For Success**, an international not-for-profit organization that empowers women to achieve economic independence.
- **Lawyers' Committee for Civil Rights Under Law**, a U.S.-based organization that seeks to secure equal justice for all through the rule of law, targeting in particular the inequities confronting African Americans and other racial and ethnic minorities.
- **Out Leadership**, a global organization that seeks to advance LGBT business opportunities and leadership strategies in banking, finance, law and many other professional services fields.

Further details on each of these partnerships can be found via the FTI Consulting Annual Corporate Citizenship Reports on our [website](#).

Additionally, all professionals receive one day of paid leave each year to volunteer their time and service in local communities for causes they are passionate about.