



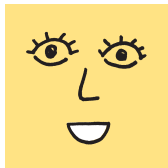
Imagine...



...a life-changing  
experience.

# People.

They are the heart of everything we do at Hewitt Associates.



Being a good corporate citizen—improving the communities where we live and work, and supporting the people who live in those communities—perfectly aligns with our firm’s philosophy of bringing out the best in people. We believe that we have a responsibility to make a difference in our communities, by contributing our resources and working with organizations that are dedicated to making life better for underprivileged people. By doing so, we can help provide solutions to issues that are important to our clients and their customers. Important to the communities we serve. And important to us.

To our communities, our associates are the hands and heart of Hewitt. Thanks to their dedication and commitment, Hewitt is making a difference to millions of lives around the world.

## A small sample of our impact in 2006–2007

Number of families in North America who were able to move into homes built by 400 Hewitt volunteers, who spent 3,200 hours with Habitat for Humanity.®

**Thousands**

Number of students whose future opportunities were improved by Hewitt volunteers committed to Junior Achievement.®

**5,000**

Number of underprivileged children in Lincolnshire and surrounding areas whose holidays were made brighter when associates donated 750 gifts.

**500**

Number of meals distributed by associates in 2006 and enjoyed by hungry people who needed our help.

**6,500**

Number of lives at Hewitt and in our communities that were improved in 2006–2007 because of volunteering.

**Countless**



**Dear friends:**

Making a difference. It's what we do every day at Hewitt, through serving our more than 2,500 clients and through supporting our Hewitt Cares efforts in our communities. It's a responsibility our associates gladly and whole-heartedly accept.

At Hewitt, for years our corporate mission has been to "make the world a better place to work." Through our community efforts, we're also working to "make the world a better place to live."

The story of Hewitt's humanitarian efforts reaches far beyond the borders of North America, and deep into the 35 countries where Hewitt has offices. Our priority for community involvement is to support underprivileged people by providing learning opportunities, and helping improve their lives. We do this in four ways:

- **Financial Giving**, through funds from the Hewitt Associates Foundation, corporate grants, and matching gifts for secondary and collegiate institutions;
- **Hands-on Community Support**, as our associates volunteer some of their work time in their communities through our Hewitt Time for Hewitt Concerns program;
- **Thought Leadership**, through our associates serving on boards of many charitable organizations, sharing their expertise to strengthen the organizations' operations, or providing pro bono work in other areas; and
- **In-kind Donations and Services**, through donating our non-financial resources in ways that benefit society in special circumstances, such as providing call centers to help raise millions of dollars for disaster victims.

The Hewitt Cares story is one we're proud to tell. It's a story of creating hope for the future.

It's a life-changing story of reaching out and opening doors of opportunity.

It's a story about extraordinarily talented people sharing resources and expertise.

And mostly, it's a story about Hewitt's passion for making a difference. Join us as we continue to imagine a better world, and as we combine efforts to make it happen.



Russ Fradin

Since 1989, thanks to the  
“ripple effect” of people helping  
people—donating funds, working in  
the community, and generously  
contributing their time and  
expertise—the Hewitt Associates  
Foundation has improved the lives  
of millions of people worldwide.  
**And we’ve only just begun.**



Imagine...

...not having a home  
to go home to.

...living in fear of an  
abusive parent or spouse.

...feeling that you  
have no future and  
that no one cares.



Now, imagine having the  
ability to change lives...

...providing hope to people who  
need it, when they need it most.

Hewitt. Working to make  
the world a better place.



Hewitt Associates is honored to be active in our communities, gladly accepting our responsibility to do all we can to help “make the world a better place.”

### **The Hewitt Associates Foundation has been helping people since 1989.**

The year was 1989, and Hewitt had emerged as the single largest recordkeeper for benefit plans in the U.S., a success built on an uncompromising expertise and a unique ability to serve the needs of our clients and their single most important asset: their people.

Our dedication to serving people has been a fundamental value at Hewitt since Ted Hewitt started the firm in 1940.

Although most of our associates faithfully made individual donations to charitable organizations, in 1989 a small group of associates imagined how much more could be accomplished if they combined their contributions rather than making individual donations. And the Hewitt Associates Foundation was born.

That first year, the Foundation raised nearly \$52,000, donated by most of the firm’s 3,000 associates, and funds were dispersed to 12 different organizations.

Through the years, the Foundation has grown. But it has never wavered in its desire to focus on small organizations, helping those most desperately in need. Every year, Hewitt’s associates nominate charitable organizations that are making a difference in their communities as potential recipients of the Foundation’s funds.

Today, Hewitt has grown to approximately 24,000 associates in more than 35 offices worldwide, and in 2006–2007 the Hewitt Associates Foundation raised hundreds of thousands of dollars supporting local charitable organizations that help improve lives right in our communities.

For information on each of Hewitt’s partner organizations, see page 17.

In 1989, the newly-formed Hewitt Associates Foundation took in nearly \$52,000 in donations and funded 12 different organizations.

In 2006, the Hewitt Associates Foundation distributed nearly three quarters of a million dollars to charities serving thousands of people in our communities.

Balancing between a busy work schedule and family schedule is tough. And finding the time to volunteer can be a challenge for anyone.

At least that's what associates at Hewitt used to think. Now, we've helped address that problem with Hewitt Time for Hewitt Concerns, a unique program that gives our associates in North America the gift of time, allowing them to take up to two full business days per calendar year of paid time off to be used serving our community. Following are just a few examples of life-changing work that Hewitt associates are doing.

**“Seeing the finished project...the joy on the children’s faces made me extremely proud to be a part of Hewitt, and of our strong partnership with the people at CNA. It was an experience I will never forget.”**

Dave Brost, Hewitt associate and member of the Glenwood School board of directors

### **Hewitt and CNA share a vision...and build a special place**

Children's laughter is one of the most joyous sounds on earth. It's especially gratifying when it comes from children who are living through some serious situations.

Glenwood School for Boys and Girls is a community-sponsored organization that provides a refreshingly positive safe haven to more than a hundred economically and socially disadvantaged children in the Chicago area, many of whom come from abusive families or harsh community situations.

Yet the school desperately needed a playground where the children could run and play. Dave Brost, a Hewitt associate who also serves on Glenwood School's board of directors, worked with Hewitt client Lori Komstadius, Senior Vice President—Human Resources for CNA, to plan a special playground for the school. They also enlisted the help of *KaBOOM!*, a national non-profit organization dedicated to building “great places to play within walking distance of every child in America.”

Hewitt and CNA partnered to raise the funds needed for the materials, and provided volunteers to construct the playground. Many on Hewitt's team served on the CNA account team, so the project also served as an opportunity to further deepen strong relationships. Together, the teams built a safe and secure playground that will provide the children at Glenwood School with a joyful place where they can exercise their energies and imaginations for many years to come.

## **Hewitt, Starbucks, and Verizon team up for *America SCORES***

This success story is all about results through teamwork. Hewitt teamed up with two long-time clients and partners, Verizon and Starbucks, to support a national nonprofit organization called *America SCORES*, which uses the popularity of youth soccer to inspire children to lead healthy lifestyles, be engaged students, and become agents of change in their communities.

In 15 urban areas across the country, *America SCORES* forms teams of at-risk boys or girls, ages 8 to 12, who are coached and mentored by volunteers. Two days a week, the children attend soccer practice after school; then they compete against other *SCORES* teams. But playing soccer is only part of the story.

Two days a week, the children attend writing workshops, and the best compositions are showcased each fall in an event called "*Poetry Slam!*" In addition, the children design, plan, and implement a volunteer service project to benefit their communities.

Today, Hewitt supports *America SCORES* in many ways, including providing in-kind support, financial resources, and thought leadership. Through the years, individuals from Hewitt, Verizon, and Starbucks have served on the organization's national board of directors. In addition, associates Matt Padula and Brian Irion serve on local boards in Atlanta and Chicago, respectively. Another associate, Ted Hall, has led several significant pro bono projects for the organization; and associates from Hewitt, Verizon, and Starbucks often serve side-by-side at *America SCORES* events across the country. That's teamwork at its best!



## **Hewitt and local organizations serve up solutions to solving hunger issues in India**

Although a major player in the global economy, a quarter of India's 1.1 billion people live in extreme poverty. Associates in Hewitt's offices in Gurgaon, India wanted to address this catastrophic issue.

Hewitt's Bindu Malini Krishnan contacted the founder of GOONJ, one of India's largest nonprofit organizations committed to providing sustainable solutions to this serious problem by helping the people of India help themselves.

Rather than simply providing charity to people in poverty-stricken areas, GOONJ has learned that it is more effective to offer an incentive to villagers to become active partners in finding solutions to their situation. So, it provides clothing and other basic amenities as earnings—rather than charity—to villagers for farming the land and working to improve their communities. Krishnan offered Hewitt's help raising money for GOONJ by collecting recycled newspapers, food, and clothing.



In addition to helping GOONJ, each year Hewitt associates organize and build booths in an open market during India's biggest festive season, called Deepavali, where many charitable organizations sell hand-made wares, such as lamps, candles, and gifts. The funds raised in those booths provide food, clothing, and more to India's poor.



### **Important lessons from the past**

In addition to helping improve life for people in our communities, Hewitt has learned the importance of being prepared to provide emergency assistance during some of the world's most horrific situations. Here were two critical times:

**2004** A devastating tsunami in the Indian Ocean ripped through coastal communities in South and Southeast Asia, killing 230,000 people—one third of whom were children—and displacing over 1.5 million survivors.

One thousand Hewitt volunteers in multiple Hewitt call centers in the U.S. helped raise \$2 million for the American Red Cross, which provided food, clothing and shelter for the victims of the tsunami. That same day, more than \$3 million was raised for the Canadian Red Cross by Hewitt volunteers at Hewitt call centers in Toronto.

**2005** Months later, a powerful, Category 3 hurricane tore through the Gulf Coast of Louisiana and Mississippi. In its wake, Hurricane Katrina buried 80% of the city of New Orleans under flood waters, and killed nearly 1,500 people.

Volunteers at Hewitt call centers were prepared to jump into action, partnering with media, clients, and government officials to help raise nearly \$5 million in relief funds to provide basic necessities of food, water, and clothing to victims of Hurricane Katrina.



Imagine...creating  
a brighter future.

**The situation**

Miguel and his family live in a growing Chicago suburb called Waukegan—a place where the youth face issues that are more typical of inner city neighborhoods: gang violence, drugs and alcohol, high truancy rates, and low academic achievement.

Like many others in their neighborhood, Miguel and his wife live in hope...and fear. Hope that their children will someday break the bonds of poverty and have a brighter future; fear that their hopes are in vain. Hewitt saw an opportunity to strengthen their hope.

## Making a difference

It is in that setting that Hewitt began partnering with Waukegan schools in 2003 to explore ways to help improve the future for Waukegan's youth.

For years, Hewitt had supported the Waukegan community through volunteer efforts like the Time To Read® literacy program and the Ruby Bridges Cultural Exchange initiative, building homes for Habitat for Humanity, making food donations to homeless shelters, and providing Court Appointed Special Advocates to children in trouble.

“As holistic as our efforts were in Waukegan, there was a key element missing: helping create new opportunities for high school students,” said Rosemary Keefe, Hewitt's Global Community Relations Manager.

Keefe and others at Hewitt dreamed of building a special place within the high school—a resource center—where students would have access to computer technology and career navigation tools, where two dedicated career counselors would provide guidance to students and help them discover and prepare for career opportunities. And it would be a place where Hewitt clients who shared our dream, like Abbott Labs, Motorola, Allstate, and McDonald's, would provide mentoring, career information, and the inspiration for setting and achieving career goals.

In 2004, that dream became a reality. Waukegan High School remodeled a portion of its library under Hewitt's guidance and support. And on January 21, the ribbon was cut to the first Hewitt Career Center, and new doors of opportunity were opened to Waukegan High School students.

Today, more and more students are using the Hewitt Career Center to find career opportunities and develop skills they need to contribute to their community's future. And thanks to the success of the Hewitt Career Center in Waukegan, plans are underway for additional centers around the country.

**“I've spent 40 years in education. I've seen schools planned and built. But never have I experienced anything like this. The Hewitt Career Center is going to make a difference in our school and community for a long time.”**

Richard Olson, Ph.D., Superintendent of Waukegan School District 60

# 2006–2007 Making a difference in our local communities.

### Can helping just one person make a difference?

*Absolutely.* Because one life affects so many others each day, it's impossible to say how many lives we ultimately impact when we help just one person. Like throwing a small pebble into a lake, you can see its impact grow larger and larger as waves radiate outward toward the shore. At Hewitt, we are making the world a better place...one life at a time.

By supporting local organizations with our time, talent, and resources, each of us can make a difference—even one life at a time. Here is a partial list of the organizations where the contributions from our associates made a difference in the lives of our communities during 2006–2007:

#### United States

- A Child's Place
- Charlotte AIDS Walk 2006 (54 walkers on Team Hewitt—the largest team)
- The Giving Tree: CHRIS Kids and Another Choice for Black Children
- Harvest Center™
- Hope Junction
- Loaves & Fishes
- Make-A-Wish Foundation®
- Regional AIDS Interfaith Network (RAIN)
- Time Out Youth
- United Family Services

#### Canada

- Agape Centre
- BC Children's Hospital
- Canadian Cancer Society
- CHUM City
- Daily Bread Food Bank
- Foster Parents Plan
- Jeunesse Au Soleil—Sun Youth Organization
- Junior Achievement®
- North York Harvest Food Bank
- Pathways to Education™
- The Salvation Army
- Sunshine Coast Community Services Society
- United Way®
- Vancouver Sun Run
- WoodGreen

#### India

- GOONJ
- Rotary Club Blood Drive

During May and June 2006, associates in Toronto volunteered in the community at food banks at Junior Achievement, and at a new immigrant welcoming program. Others participated in the Bay Street Rat Race, raising money for United Way. In July, nearly 100 associates in Toronto participated in Habitat for Humanity. And on June 30, they celebrated Canada Day with a barbecue and gathered 40 pounds of food for the North York Harvest Food Bank.

## Helping national organizations that help others.



Hewitt Associates is honored to touch the lives of countless individuals, by partnering with and supporting the following organizations in our two priority areas of community support:

### **Human services organizations**

- **American Red Cross ([www.redcross.org](http://www.redcross.org))**  
Responds to more than 70,000 disasters every year.
- **Boys & Girls Clubs of America ([www.bgca.org](http://www.bgca.org))**  
Promotes and enhances the development of boys and girls.
- **Court Appointed Special Advocates (CASA) ([www.childadvocates.org](http://www.childadvocates.org))**  
CASA volunteers, appointed by Juvenile Court judges, represent the best interests of the child and are the child's voice in court.
- **Habitat for Humanity® ([www.habitat.org](http://www.habitat.org))**  
Builds simple, decent, and affordable homes in partnership with families in need.
- **Inner-City Computer Stars ([www.icstars.org](http://www.icstars.org))**  
A technology-training program that helps disadvantaged 18- to 25-year-olds.

### *Health-related human services organizations*

- **AIDS Foundation of Chicago ([www.aidschicago.org](http://www.aidschicago.org))**  
Leading the fight against HIV/AIDS and improving the lives of people affected by the epidemic.
- **American Cancer Society® ([www.cancer.org](http://www.cancer.org))**  
The nationwide community-based health organization dedicated to eliminating cancer.
- **Juvenile Diabetes Research Foundation International ([www.jdrf.org](http://www.jdrf.org))**  
Sets the global direction of diabetes research resources.

### **Education organizations**

- **America SCORES ([www.americascors.org](http://www.americascors.org))**  
With teamwork as the unifying value, it inspires youth to lead healthy lifestyles, be engaged students, and become agents of change in their communities.
- **Changing Worlds ([www.changingworlds.org](http://www.changingworlds.org))**  
An educational arts organization that fosters inclusive communities through oral history, writing, and art programs.
- **Junior Achievement® ([www.ja.org](http://www.ja.org))**  
Reaches out to 7.5 million students each year in grades K–12, introducing them to the world of business and economics through classroom interaction and education.
- **Ruby Bridges Foundation ([www.rubybridges.org](http://www.rubybridges.org))**  
Promotes and encourages the values of tolerance, respect, and appreciation of all differences.
- **United Negro College Fund ([www.uncf.org](http://www.uncf.org))**  
The nation's largest, oldest, and most comprehensive minority higher education assistance organization, providing scholarships, internships, and training for students and teachers.

For more information, contact Rosemary Keefe, Global Community Relations Manager, at (847) 295-5000. We invite associates within our firm to explore community support opportunities and activities through the Hewitt Cares internal database.

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