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February 2014

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Deloitte named to FORTUNE's '100 Best' list for 15th year

Being 15 years on the 100 Best Companies to Work For list, it is not luck, its leadership. *Fortune* magazine announced that Deloitte ranked No. 61 on its list of "**100 Best Companies to Work For**," once again ranking above many key competitors, including the Big Four firms.

"Your feedback has once again placed us on the coveted FORTUNE list, and that is the best part of this achievement." said Jennifer Steinmann, chief talent officer, Deloitte LLP. "This recognition encourages us on our journey to providing our talented people with personalized opportunities to grow develop and connect. We're not there yet — but we have opportunities to continue to move in the right direction."



Jennifer Steinmann

To see the full listing of the 2014 "100 Best Companies to Work For," visit FORTUNE.com.

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Deloitte named 2013 Global Most Admired Knowledge Enterprises (MAKE) Winner in the MAKE Hall of Fame

MAKE some noise! Deloitte is a **2013 Global Most Admired Knowledge Enterprises (MAKE) Winner**. This is the third time that the Deloitte network has been recognized as a Global MAKE Winner and the second year in a row Deloitte has been named to the MAKE Hall of Fame. The Deloitte network of member firms has been recognized for developing knowledge workers through senior management leadership.

“This prestigious award recognizes Deloitte member firms’ leadership focus on developing knowledge workers by creating a value-driven, anticipatory, and insightful knowledge experience for all Deloitte practitioners,” said Tracey Edwards, Managing Director, Global Business Services and Chief Knowledge Officer, Deloitte Touche Tohmatsu Limited (DTTL).

“Leadership is continually focused on empowering our people with common technologies, tools, best practices, and processes — enabling innovation, talent enrichment and retention, borderless service delivery, and, most importantly, exceptional client service.”

To add to the accolades, Deloitte has also been selected as a KM World Reality Award Finalist, recognizing Deloitte as an organization in which knowledge management is a positive reality.

About the MAKE awards

A panel of Global Fortune 500 senior executives and internationally recognized knowledge management/intellectual capital experts selected the winners. The panel rated organizations against the MAKE framework of eight key knowledge performance dimensions — visible drivers of competitive advantage and intellectual capital growth:

- Creating an enterprise knowledge-driven culture
- Developing knowledge workers through senior management leadership
- Innovation
- Maximizing enterprise intellectual capital
- Creating an enterprise collaborative knowledge-sharing environment
- Creating a learning organization
- Delivering value based on customer/stakeholder knowledge
- Transforming enterprise knowledge into shareholder/stakeholder value

Only 59 organizations have been recognized as Global MAKE Winners.

About the KM World Reality award

This award recognizes an organization in which knowledge management is a positive reality. The recipient of the KM Reality award is an organization demonstrating leadership in the implementation of knowledge management practices and processes by realizing measurable business benefits.

For more on the Global MAKE program, go to <http://www.knowledgebusiness.com>

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A celebration of commitment, change, and ownership — IMPACT Day 2013 in India



On November 29, 2013, professionals from the Deloitte USI, along with professionals from the Deloitte India member firm, celebrated the 11th IMPACT Day in India. Nearly 21,000 professionals volunteered at 400+ locations in eight cities (Ahmedabad, Bengaluru, Chennai, Delhi, Hyderabad, Kolkata, Pune, and Mumbai) touching 250,000+ lives.

Engaging students from schools for the underprivileged and people with disabilities, providing employability skills to the future workforce, transforming the infrastructure at orphanages and hospitals, safeguarding our heritage, environmental as well as historical, and much more — the committed volunteers of Deloitte were truly involved in creating defining moments for the community on IMPACT Day 2013.

Planned and executed exclusively by Deloitte professionals, IMPACT Day 2013 was primarily focused on education and employability projects (60% of the overall projects). These included large projects like:

- Rainbow Homes where volunteers worked to create a supportive environment at 11 bridge schools and hostels for street children, orphans, and abandoned children in Hyderabad
- Wings to Fly that improved the facilities and promoted the importance of continuing education at 85 schools for the underprivileged in Hyderabad
- Ummeed and Sunny Side Up projects that created a learning environment that is conducive for the underprivileged for Ummeed Center in Delhi and St. Catherine's home in Mumbai, respectively.

In addition, several volunteers were involved in another environment-focused big, transformational project — Clean and Green Lakes in Hyderabad, which involved changing the landscape of three big lakes in disuse and the Lake Rejuvenation Project in Bengaluru.

The two-month preplanning activities gave many professionals the chance to demonstrate their leadership skills and strengthened their commitment to the community through their interactions with nonprofits. Many beneficiaries chose to express their gratitude in ways that warmed hearts.

Hari Kumar, regional managing principal, sums up the day, "IMPACT Day is a day of pride for us. Commitment to Community is integral to "who we are" as an organization; and to witness our professionals living this value by investing their efforts in causes like educating the youth of this country, especially the students from underprivileged sections, is a matter of pride. Our year-round community involvement initiatives, as well as IMPACT Day, through the years, have enabled our professionals to become complete individuals. I firmly believe community service is an essential part of our growth as stronger, compassionate leaders."

With many other projects and year-round initiatives at USI, the impact continues beyond IMPACT Day.

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A new era in learning and development for USI

Launching Deloitte University (DU): The Leadership Center in India

A new era for learning and development was ushered with the launch of DU: The Leadership Center in India (the "Center"). The Center will look to replicate some of DU, Westlake's signature experiences to establish a cradle of learning and growth for our professionals.

The half-day launch event had congratulatory video and audio messages from Barry Salzberg, CEO DTTL and Joe Echevarria CEO of the U.S. firm, in addition to Jennifer Steinmann, our chief talent officer joining us live from her home in California, United States. Other U.S. leaders present in the flesh to mark the milestone were Leslie Knowlton, the U.S. Firm's talent development leader, and Pete Sackleh, managing director for DU. Hari Kumar, our regional managing principal; SV Nathan, talent leader for USI; Vijay Iyer, our chief learning officer; and Hari Karra, office managing partner for Hyderabad office also spoke at the event to reaffirm our leadership's commitment to learning and development.

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Punit Renjen featured in Leadership Excellence

Deloitte chairman's perspective on how to create and sustain a Culture of Purpose featured in Leadership Excellence

A career of serving exceptional clients has forged Deloitte LLP Chairman Punit Renjen's view about what separates perennially great organizations from their competitors.

"Providing positive, meaningful societal impact isn't just the right thing to do — it is the right thing to do for your business," Punit notes in a recent issue of *Leadership Excellence*. "By establishing and sustaining a culture of purpose, executives can change the conversation — and reorient their businesses toward more meaningful, sustainable, and rewarding futures."

Punit then provides useful guidance by outlining four steps organizations can use to create and sustain a culture of purpose: articulate, propagate, embed, and live.

Throughout, Punit cites findings from the Chairman's 2013 Core Beliefs and Culture Survey announced last May. The survey, which garnered coverage over the summer in publications, such as **Fast Company**, **Forbes**, and **Fox Business**, continues to serve as a reference source for authors writing for the **Huffington Post**, **Forbes**, and **Relationship-Economy.com**.

Punit's message about focusing beyond the profit motive has been enthusiastically received not only in the media, but as a point in discussion during client meetings, at professional forums, on college campuses — and across Deloitte.

As Punit explains in his *Leadership Excellence* byline, iconic businesses align their cultures with execution far better than their competitors. "A culture of purpose can look impressive on paper. But it becomes powerful and sustainable when the behavior of leaders and employees alike aligns with 'who you are' and 'what you say you're going to do'."

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Deloitte among Top 10 Best companies for working mothers

Working Mother' magazine recognizes Deloitte as one of the top 10 for the fifth consecutive year

On October 23 at the Working Mother Work Life Congress 2013, Deloitte was recognized for the fifth consecutive year as one of the top 10 on *Working Mother* magazine's "100 Best Companies for Working Mothers" list. The ranking recognizes organizations that set the standard for programs and initiatives in response to the challenges working mothers encounter, thereby supporting an engaged, productive workforce.

Consulting senior manager, Candan Erenguc, a mother of three-year-old twins, was also recognized at the event as Deloitte's Working Mother of the Year. She is featured in *Working Mother* magazine along with Working Mothers of the Year from other 100 Best Companies for Working Mothers.

Flexibility: A key component to making it on the list

Working Mother chooses its 100 Best Companies by judging them in response to questions addressing issues, such as commitment to progressive workplace programs, including child care, advancement, paid family leave — and flexibility. According to *Working Mother*, "The 2013 Working Mother 100 Best Companies make schedule flexibility a bedrock benefit. They know that working parents will get the job done—whether 9–5 or late at night, down the hall from the boss or in an office at home."

"Deloitte is honored once again to be recognized by *Working Mother* as an organization where work-life fit is valued and encouraged," said Chief Talent Officer Jen Steinmann. "As a working mom, I particularly appreciate the benefits of a flexible work environment from both a personal and professional standpoint. Our people have consistently told us that we need to 'figure this out' — and we know it isn't a one-size-fits-all solution we are driving towards, but rather cultural change. We are continuing to increase our efforts in this area — as well as reinforce a culture and advance programs that support the development and growth of all of our people."

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Deloitte recognized by students as ideal employer in the United States and worldwide

Deloitte continues to lead from the front on university and college campuses, both globally and in the United States, based on listings recently released by Universum.

For the fifth consecutive year, Deloitte is positioned in the top 10 of Universum's "**Top 100 Most Attractive Employers in the U.S.**" and "**World's Most Attractive Employers**" rankings, coming in at #7 among business students on both lists.

Additional Deloitte rankings on the Universum lists include:

- #9 among MBA students in the United States
- #28 among information technology students in the United States
- #44 among engineering students globally

"The competition on campus for top talent is fierce and recognition from organizations like Universum help differentiate our employer brand," said Patty Pogemiller, Talent acquisition and mobility leader, Deloitte Services LP. "Honors such as these would not be attainable without the participation of our people in our recruiting efforts."

Universum, a global leader in employer branding, annually surveys about 200,000 students from top schools in the world's 12 largest economies, including more than 75,000 undergraduate and MBA students in the United States to identify their ideal employers.

Survey respondents are asked to select the employers that they are familiar with and would consider joining. From this list, students are then asked to select their top five organizations, defined as their Ideal Employers. Rankings are based on the percentage of students that chose each organization as one of their five Ideal Employers.

The *Wall Street Journal* published a **special report** on the Universum rankings that includes an interview with Susie Dillon, business analyst, Deloitte Consulting LLP in Boston, on why she feels Deloitte is a place *where leaders thrive*.

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Deloitte 10K Run — 3,500 colleagues participate

"When I registered for the Deloitte 10K Run, I never thought I would go the entire distance. Along with two of my colleagues, I had decided to walk just three kilometers. But the energizing atmosphere at the venue inspired us to run. As we neared the 3-KM mark we saw the first person returning on the other side at the 7-KM mark. That inspired us a bit, and at the 5-KM mark, we saw **Venkanna Peddireddy**, a differently abled professional aiming to finish the 10K. It inspired us further. After that, there was no stopping us. We completed the Run. Running with my colleagues also helped, as we kept motivating each other. I'm all set for the next challenge," said **Sindhuja Malladi**, analyst, Market Development Services.

Like Sindhuja, for 3,500 professionals the Deloitte 10K Run on February 8, 2014, represented what makes us successful at work — an encouraging atmosphere, inspiring successes of others, motivation of our colleagues, and diversity that builds and strengthens us all.



The exclusive Deloitte 10K Run organized by the USI at Hyderabad for the health and wellness of our professionals is a core component of our year-round health and wellness initiatives. The run also received a healthy number of participants from our India member firm colleagues.

Top runners (Men):	Joseph Skinner, Enabling Areas (38 min 48 sec) Kent Francois, AERS (40 min 51 sec)
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Top Runners (Women)	Ankita Chitnis, Tax (48 min 48 sec) Laura Pearson, Tax (54 min)
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Sharing why this had become an annual event, Hari Kumar, regional managing principal, USI said, “At Deloitte, it has always been our fundamental belief that good health leads to a good life and better productivity at work. To promote and celebrate the cause of health and well-being among our professionals, we are happy to organize the Deloitte 10K Run for the second consecutive year, which serves as one of the core components of our commitment to our people.”

The Deloitte 10K Run served as the perfect avenue for team bonding and once again proved that we are our best when we are together.

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News about — India

Aadhar Kothare, Hyderabad, Deloitte Tax LLP, joined a company named Avalara Technologies Pvt. Ltd. which deals in sales and use tax. He also completed certification in business analysis with special focus on capital markets and derivatives. He worked on a two-month project on Universal Product Code (UPC) in Harrisburg, PA.

Aakash Dang, Bengaluru, Deloitte Consulting LLP, misses and cherishes the two years he spent at Deloitte Consulting LLP, he learnt skills that not only helped build professional expertise, but also facilitated personal development. He adds, “At Deloitte, practitioners from all levels are exposed to things that matter the most and the time there was truly a memorable one for life. I wish I didn’t have to leave but sometimes you just have to let go.”

Aakash is pursuing his MBA in Canada and has never felt that he is suffering from the skill-set-gap syndrome as he was able to apply the transferable skills which he learnt during his tenure at Deloitte and the personality that Deloitte helped him build.

At Deloitte, he made great friends and met some incredibly talented people, bonding that will last for a lifetime. “I can’t agree more to that fact that Deloitte is the best place to launch your career.” Aakash would love to join back and serve this time with a different skill set.

Anantha Padmanabhan Sethuraman, Hyderabad, Enabling Areas, moved to Chennai and was part of Cognizant, Chennai. Due to personal reasons, he had to leave Cognizant and is now working at Mercedes Benz Research and Development India (MBRDi), Bengaluru for the last eight months.

He is at an architect level in MBRDi IT Division taking care of research and development topics for the department. He flew to Germany within a month of joining the company to learn more about his roles and responsibilities. He has brought some business from Germany to India and started working on those and is expected to fly to Germany again to exhibit his work the following month.

On the personal front, he is married and has an eight months old son named Adithya Anantha Padmanabhan. His wife, Sharanya, is working at Deloitte for the last two months and Anantha feels proud to see her Impact Day T-shirt at home.

“I feel that resigning from Deloitte was the toughest decision of my life because I loved the place that taught me what networking is all about and I grew well in my career. I learnt this at Deloitte and have carried it and will carry it in the future as well.”

Brenton Pereira, Hyderabad, Deloitte Consulting LLP, takes great pleasure in notifying about his new job as the electrical engineer at Arabco Group WLL, Kingdom of Bahrain. This has been quite a contrast from his previous job at Deloitte Consulting LLP as a business technology analyst.

The reason he chose such a divergent career path after two years of being involved with the IT industry is that he was never been an IT person. He holds a bachelors’ degree in electrical and electronics engineering and naturally what he brought to the table at Deloitte was more of a problem-solving attitude and a ‘can do’ spirit rather than actual IT technical know-how. In his two years at Deloitte, Brenton cherished the knowledge he gained as a solution-oriented professional rather than the tons of software tools and packages that he learnt.

At his new job which is in line with his degree, he has learnt to leverage his Deloitte experience towards effective project management and making the full use of technology to ease almost everything from material procurement, labor management, resource utilization, and many more. He even uses a lot of templates he was introduced to in Deloitte.

Deepak Kumar Rana, Gurgaon, Deloitte Consulting LLP, worked with Deloitte as business analyst for almost one and a half years, before he left the job and started working on his passion — writing. He has completed a novel and got it published from one of the top publishers in the country. The novel is also doing well in the market. As he is working on his next novel, he feels as if there is something

missing. "I certainly miss the time that I had spent in Deloitte and I wonder if I get to work with the organization again. Since, I am not in a position to work for the same profile; I would love to contribute to the organization through my writings. Deloitte has been dearest to me, right from the first day I joined the organization and it will always be one."

Gaurav Mishra, Hyderabad, Deloitte Consulting LLP, is currently working as senior DBA — SQL with Thomson Reuters. He is working for tax and accounting division and leading the SQL side of same.

Kshitij Khandelwal, Gurgaon, Deloitte Tax LLP, "Two years and eight months that was my tenure in Deloitte. I don't know where time flew I remember my first day when we I reached the Hotel and was awe struck by the arrangements and the facilities that were provided to us, mind it I was a campus hire so that was bound to happen. Deloitte has been an experience that I will cherish for my life it gave me an opportunity to come to Hyderabad and make so many new friends, now I can proudly say I have friends all over India. I was lucky enough to get into Deloitte had it been some other company I don't know whether I would have stayed there for so long. Deloitte was actually not a company it was more like a college for us with like 15 people hired from our college the environment was just like any other B-school there was something or the other happening every few days. The best thing that happened to me at Deloitte was my love for music and guitar playing got a great thrust from the company, with so many gigs and event happening, met so many talented people who are so passionate for music that it helped me grow. I actually performed a day before my last day at Deloitte so you can very well imagine. Life post Deloitte has been quite different and difficult now that I am into my family business at my home. It's funny the place where I spent majority of my life (Agra) I didn't want to go back. But then with due course or time I have adjusted myself to the new environment. Deloitte will always remain special to me, whatever I have learned today it's because of Deloitte. Thank you for giving me some amazing memories which I will cherish for life."

Niranjan Agarwal, Hyderabad, Deloitte Consulting LLP, had a memorable time at Deloitte, from having client calls and deadlines to the cherishing instance with the CI team on weekends for teaching or mentoring students from less privileged background. He feels that joining Deloitte was a life changer, as it was his first step to corporate life straight from college. He had the pleasure of giving back to society by leading teams like Mentorship Program, Back to School, and Junior Achievement at Deloitte.

Most of the friends and connections that he made at Deloitte are lifetime treasures and he is still in touch with many of them. Niranjan learnt a lot from his SAP team members, managers, and counselors which he is implementing in his current real estate venture.

"My term with Deloitte ended in 2009, when I decided to pursue MBA at Babson College (in Boston, #1 school for entrepreneurship) where I honed entrepreneurial and management skills and gained international exposure."

Currently, Niranjan is into real estate industry, building residential flats and housing for corporate individuals. He hopes to build huge office spaces for corporates like Deloitte in future and also hoping that his Deloitte colleagues could benefit from my current venture *Eco Valley*. He is looking forward to getting in touch with many more Deloitte colleagues and alumni. "I will be happy to mentor or associate with Deloitte colleagues, in any way possible."

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