



## CORPORATE CITIZENSHIP

Committed to a Culture of Caring

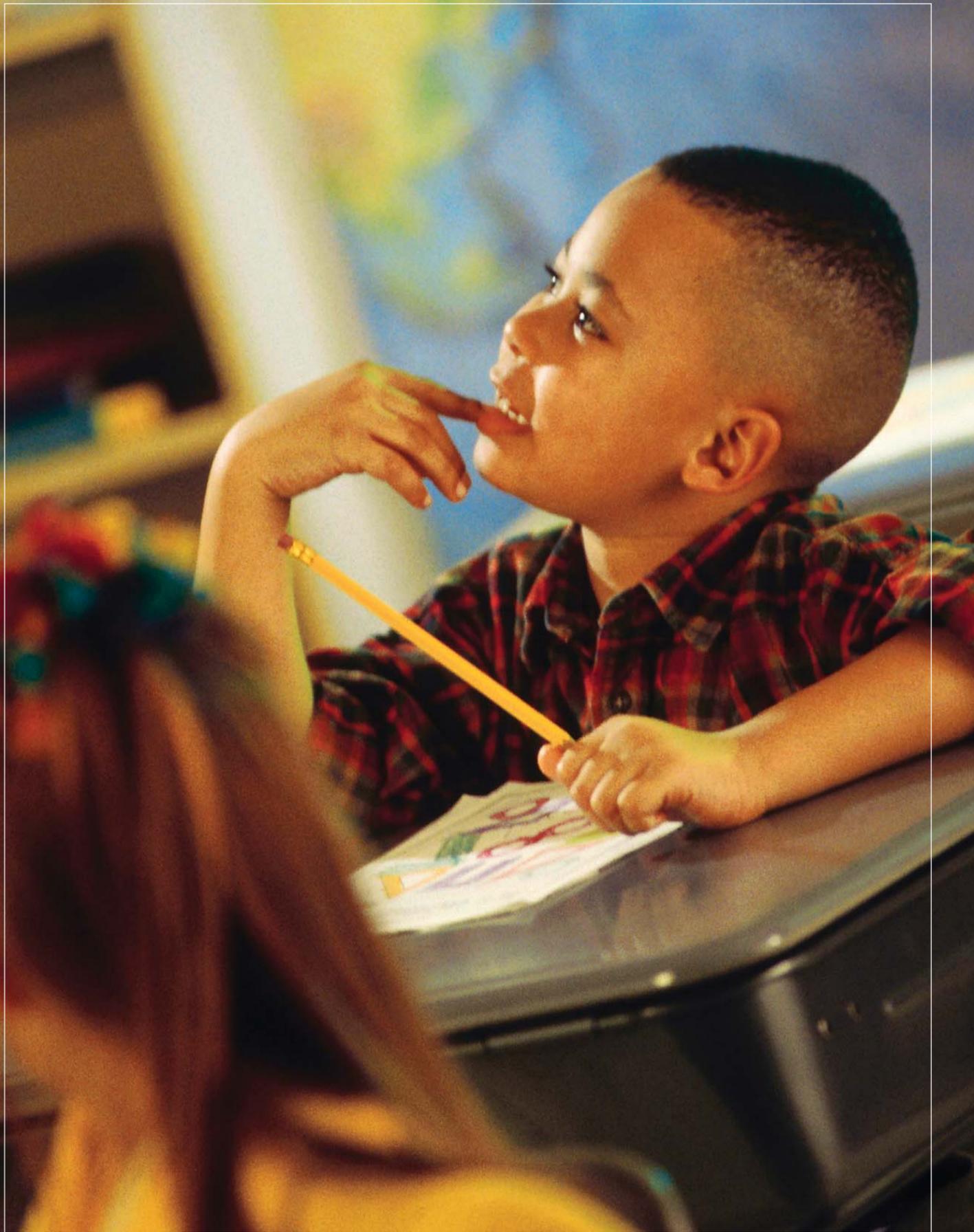


Northern Trust



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## INTRODUCTION

A resolute focus on our clients, who face ever-growing complexity in their financial affairs, has proven key to Northern Trust's 118 years of growth and innovation. By incorporating the enduring principles of trust and integrity into our decisions and day-to-day dealings with our clients, we have earned the continuing privilege of helping them achieve their financial goals.

Hand-in-hand with that client focus is our commitment to corporate responsibility. It encompasses how we treat our clients, how we give back to the communities we serve and how we approach critical environmental and ethical issues.

Our clients benefit by working with a trusted provider who integrates global social and cultural perspectives with financial expertise.

Equally important is our deep commitment to the communities that support us and reverence for the environment in which we live and work. Philanthropic groups form the backbone and future of our communities. Northern Trust employees regularly donate their time, talents and financial resources to help these crucial organizations. We support our environment as well by offering investment products and choices that clients can use to reflect their own priorities and through our ongoing energy conservation and recycling efforts.

We are committed to continuing the work we know is required to keep and extend our corporate culture of caring, which has served our clients, shareholders and communities so well.



*William A. Osborn*

William A. Osborn  
*Chairman and Chief Executive Officer*



*Frederick H. Waddell*

Frederick H. Waddell  
*President and Chief Operating Officer*

April 2007

Northern Trust was founded on the concepts of integrity, honesty, reliability and ingenuity – principles that endure and continue to guide us today.



### Who We Are

Northern Trust is one of the world's leading asset management, asset servicing and wealth management firms, serving successful individuals, families and institutions around the globe.

- Since 1889, Northern Trust has distinguished itself by its commitment to exceptional client service and the importance of building strong, long-lasting relationships.
- Northern Trust provides trust, custody, investment management and banking services to a wide range of corporations, institutions, individuals and families in more than 40 countries.
- Our staff of more than 9,900 highly skilled people is located strategically in offices in a growing network of 84 offices in 18 U.S. states and international offices in North America, Europe and the Asia-Pacific region.
- At year-end 2006, assets under custody totaled a record \$3.5 trillion, up 21% from 2005. Assets under management grew to a record \$697 billion, an increase of 13% over the prior year.

In the United States, we serve 34% of the 200 largest pension funds, 31% of the top 100 public funds, and 36% of the top 25 Taft-Hartley plans. We work closely with 30% of the top 50 U.S. foundations and 28% of the top U.S. endowments. In the United Kingdom, we serve 28% of the top 200 pension plans and 30% of the local authority market.

- We serve 22% of *Fortune* magazine's list of the 400 richest Americans.
- We ranked as the seventh largest asset manager based on worldwide institutional assets under management in *Pensions & Investments* magazine's 2006 special report on the largest money managers.
- We also ranked as the third largest institutional index manager and the fourth largest manager of defined benefit assets.

### Our Values

As a global institution facilitating business and managing wealth, we view our clients as partners whose needs come first. When our clients achieve their goals, we achieve ours.

We help turn money into good works and sometimes serve as a helping heart as well as a helping hand. We are guardians for those who can't care for themselves. We are trusted advisors who help make retirement dreams come true.

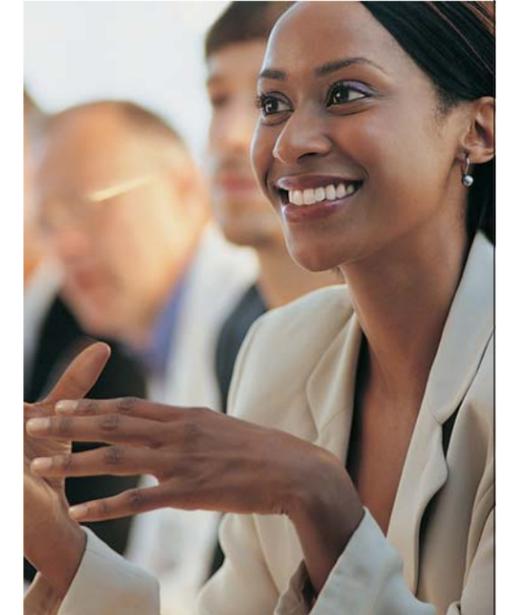
We are proud of our good corporate citizenship, our philanthropy and our support for the diverse communities and environments in which we operate.

### Our Citizenship Recognized

Northern Trust has been recognized by major organizations and publications worldwide for our commitment to corporate citizenship, progressive employment programs and leading-edge products, services and technology.

We are gratified that this commitment has been recognized by the following organizations and publications, among others.

- One of America's Most Admired Companies – *Fortune* (2007)
- Best Private Bank U.S. 2007 – *Euromoney*
- 100 Best Corporate Citizens – *Business Ethics* (2002, 2005-2006)
- World's Most Socially Responsible Companies – *Global Finance* (published November 26, 2003)
- 100 Best Companies for Working Mothers 2006 – *Working Mother* (15th year)
- Best Places to Work in IT – *Computerworld* 2006 (2003-2006)
- Investor in People Leadership and Management Award – United Kingdom Department for Education and Skills (2004)
- Excellence Through People Award – Enterprise Ireland (2003-present)



Because we strive to put our clients' needs first, we are uniquely able to help them succeed.



## DIVERSITY

### Our Approach

Fostering and supporting a globally diverse and inclusive workforce is a fundamental strength of Northern Trust that helps us succeed as a business enterprise and community advocate.

Over the decades, we have implemented and fine-tuned many programs and initiatives that have positioned us among the most innovative and progressive financial institutions for promoting diversity and equal opportunity in the workplace.

Northern Trust's commitment to diversity – and our efforts at promoting it – starts at the top with governance. Our board of directors as of December 2006 was comprised of 14 members, four of whom are women and/or minorities, placing us well above the average for U.S. financial services companies.

We also have an established record for promoting women and minorities to senior executive positions. As of December 2006, more than 40% and nearly 18% of Northern Trust officers and managers were women and minorities, respectively.

We place a high value on diversity and equal opportunity, and we practice business under the principle that our employee population should reflect the wide range of race, ethnicity, culture, sexual orientation, gender, age and physical ability demographics of the communities where we operate.

### Corporate Diversity Council

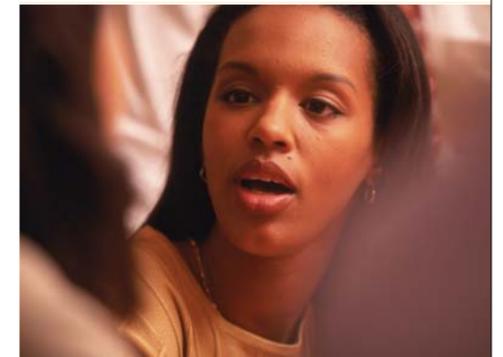
A Corporate Diversity Council comprised of global senior management and chaired by the corporation's chairman and CEO leads Northern Trust's diversity and inclusion initiatives. The Council's mission is to serve as the primary driver for generating and implementing internal and external diversity initiatives and priorities by:

- Ensuring completion of corporate-wide goals for diversity and inclusion, as set by our Management Committee;
- Aligning diversity and inclusion initiatives with corporate strategic priorities;
- Leading our communication and outreach efforts on diversity and inclusion;
- Educating our employees on best-practice approaches for continuous diversity improvement; and
- Actively engaging individual business unit diversity councils, global advisory groups and external organizations to develop best practices across the organization.

The Council has established the following diversity goals:

### Support for total diversity

- Support total diversity: gender, race, religion, sexual orientation, gender identity, physical disabilities and marital/family status, among others.
- Ensure that we promote and maintain a discrimination-free workplace with universal access to resources and opportunities through our commitment to Equal Employment Opportunity and Affirmative Action policies.



Our clients reap the benefits of creative, multi-dimensional solution-building based on diversity-driven innovation and rich global experience.



Our corporate culture promotes an environment that is inclusive in the hiring, development and deployment of the highest caliber of talent from a broad array of backgrounds.

### Performance management

- Ensure diversity is part of everyone's expectations, including both managers and staff, by initiating and developing a strategy that links pay to performance to achieve diversity goals.
- Ensure meaningful performance appraisals and strategic career plans are completed and delivered annually to employees.

### Diversity training

- Ensure new employees attend diversity training sessions within the first year of employment.
- Ensure new managers attend diversity training sessions within the first nine months of assuming their managerial role.

### Retention/development

- Ensure universal access for employees to ongoing professional development, individual mentoring programs, and skill-building opportunities.

### Representation

- Work toward an even more diverse mix of employees, particularly at senior levels.
- Focus on improving the level of representation of diverse talent throughout the organization and employing a highly inclusive strategy for leadership development and succession planning.

### Communication

- Provide regular communications that emphasize the strategic business imperative of diversity and continue to globally broaden employee awareness of our diversity goals and achievements.

### Workplace Programs

#### Employee Business Resource Councils

Northern Trust sponsors a number of business resource councils to help employees of diverse backgrounds support one another in their personal and professional growth and act as liaisons to prospective clients.

- **Asian Leadership Council** – for employees of Pan-Asian heritage including the Indian sub-continent and Pacific Islands.
- **Black Business Resource Council** – for employees of Black heritage.
- **Latin Heritage Leadership Council** – for employees of Latino/Hispanic heritage.
- **TNTPride** – for lesbian, gay, bisexual and transgender employees.
- **Women in Leadership Forum** – for female employees across the organization.
- **Partners with Disabilities Business Resource Council** – for employees with disabilities and parents of special-needs children.

### Work-Life Balance

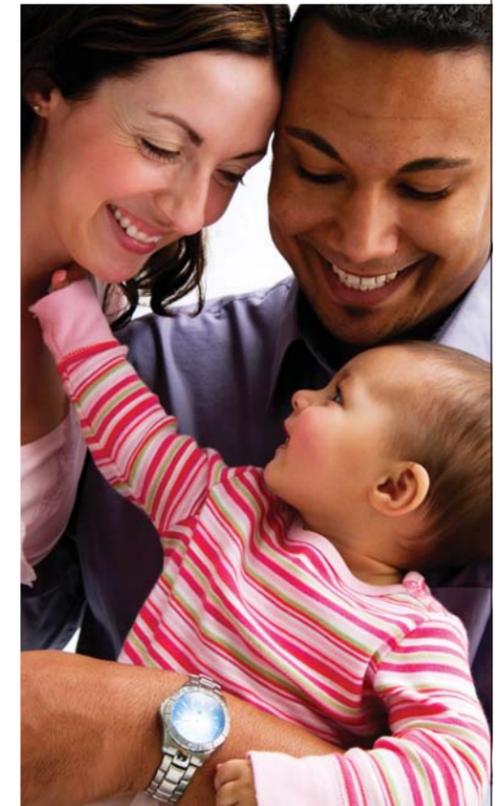
To help Northern Trust employees balance their work and personal responsibilities at different stages of life, we offer a number of family-friendly programs.

- **Family Assistance Programs** – a variety of services provide support, information and relief in stressful life situations.
- **Alternative Work Options** – flexible scheduling options such as compressed workweeks and telecommuting enable the continuation of high-achieving careers without compromising personal responsibilities.
- **Elder and Child Care Programs** – information and resources help families find the best solutions.
- **Child Development Center** – we operate a fully accredited corporate day care center, the first in downtown Chicago.
- **Work/Family Manager** – we employ a full-time work/family manager. Supervisors receive specialized instruction to help them aid employees facing work/life conflicts.

### Client and Supplier Programs

#### Client Diversity

We are dedicated not only to attracting and developing diverse employees, we also work actively to develop diverse client





Northern Trust is a leader in research supporting the investment performance potential of emerging and minority manager firms. Our research first was published in 1995 in the *Journal of Investing*, and we recently published the 10th anniversary update of that research.

relationships across communities, generations and sources of wealth. Several initiatives support this goal.

- **DreamMakers' Forum®** – This Northern Trust conference brings together successful individuals from the Black community to explore ways to preserve and enhance wealth and to share insights on issues of family wealth and philanthropy.
- **VisionKeepers' Forum** – This Northern Trust conference creates networking and business growth opportunities for women business owners and financiers. Women at various stages in their business – start-up to mature – are given the opportunity to share with each other and leverage Northern Trust's capabilities.
- **Community-Specific Events** – Northern Trust offers a wide variety of community-specific programming to address the specific needs and interests of clients. These include estate planning seminars for same-sex couples, health education seminars, family development programs and financial literacy forums.
- **Emerging and Minority Managers Program** – Northern Trust Global Advisors, Inc., researches and identifies talented minority- and women-owned investment managers to create targeted, diversified investment programs for clients. We maintain an active universe of roughly 350 emerging managers with about \$2.5 billion in funding.

#### **Supplier Diversity**

Northern Trust demonstrates its commitment to supplier diversity by promoting the use and development of enterprises owned by qualified minorities, women, people with disabilities and disabled veterans by providing opportunities for them to participate in the Corporation's procurement process.

Because the quality of service we deliver hinges on the quality of the goods and services we buy, we select suppliers who share our commitment to superior quality and are capable of meeting or exceeding our expectations.

In fiscal year 2006, we spent approximately \$34 million with minority- and women-owned firms, up 4% from fiscal 2005.



## COMMUNITY

### **Our Approach**

Since its founding in 1889, Northern Trust has advanced a culture of caring and a commitment to invest in the communities we serve worldwide. This philosophy continues today through:

- Progressive community lending efforts;
- Contributions to service and community agencies and organizations;
- Active volunteer efforts by Northern Trust employees;
- Gifts-in-kind such as donations of meeting space, graphic design expertise and other important knowledge services; and
- Directorship guidance to many charitable and civic boards.

### **Charitable Giving and Volunteerism**

Northern Trust strives to give approximately 1.5% of its pre-tax profits to charities every year. In 2006 our global corporate philanthropy program awarded \$15.4 million in cash contributions to more than 2,000 organizations and \$270,000 of in-kind gifts,

### Not-for-Profit Partners

Northern Trust supports a wide variety of charitable organizations, ranging from social welfare, health care and educational to cultural, conservationist and environmental. Among the many organizations we have supported are:

**Canossville Children's Home (Singapore)**

**Guernsey Women's Refuge (United Kingdom)**

**International Red Cross**

**Irish Heart Foundation (Ireland)**

**Jewish Federation (United States)**

**National Conservancy (United States)**

**The Salvation Army (United States)**

**The Samaritans (United Kingdom)**

**Special Olympics (United States, Asia)**

**UNCF (United Negro College Fund) (United States)**

**United Way (United States)**

roughly a 16% year-over-year increase from 2005. This represents more than \$1 million per month given to numerous nonprofit organizations across the globe. In addition, through our employee matching gift and volunteer grant programs we contributed more than \$600,000 annually to worthy organizations.

Through our volunteer program, our employees gave nearly 256,000 hours in 2006, worth more than \$4.6 million in labor costs, to community agencies and organizations.

### Focus

Northern Trust focuses on supporting programs in three core areas: education, social welfare, and arts and cultural programming.

### Focus on Our Children

Quality education is a cornerstone to success. It enables our children to grow into adults who overcome barriers to employment, bettering the quality of their lives. We believe that early intervention — pre-kindergarten through fourth grade — improves students' chances for subsequent educational success and has a positive social impact. We also support select programs to strengthen student achievement and leadership skills in grades 9 through 12. We give priority to programs that promote literacy for public school students and ones that explore ways to expand instructional opportunities beyond the regular school day, such as before- and after-school programs and summer programs.

### Focus on Our Neighborhoods

Social welfare programs provide invaluable support to people facing obstacles that impede or inhibit their full participation in society. To improve those opportunities, we support agencies that concentrate on promoting affordable housing initiatives, quality healthcare access and workforce training and development.

### Focus on Our Community

Vibrant, healthy communities celebrate arts and cultural programming as a way to provide valuable forums for social interaction and cultural dialogue. Northern Trust supports arts and cultural organizations that use the arts to increase social interaction and a sense of local community for residents, and strive to integrate the arts into education and other outreach efforts.

### Charitable Giving Programs

We administer four programs that make direct charitable contributions to not-for-profit organizations:

### The Northern Trust Charitable Trust

As part of Northern Trust's broad philanthropic vision, The Northern Trust Charitable Trust was established in September 1966 to support nonprofit organizations in Cook County, Illinois.

Funded through gifts from Northern Trust Corporation, the Trust is governed by a committee appointed by the Corporation's Board of Directors.

### Employee Matching Gift Program

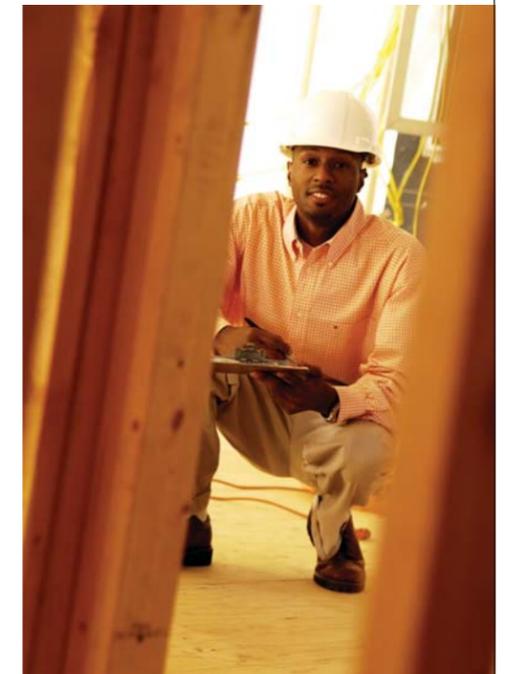
The Matching Gift Program supports personal giving to not-for-profit organizations by staff members, retirees and Board members of Northern Trust Corporation and its subsidiaries. The Corporation will match 100% of gifts to qualifying organizations from a minimum of \$25 to a maximum of \$2,000 per person, per year.

### Employee Volunteer Grants Program

Northern Trust's Volunteer Grants program recognizes the important contributions Northern Trust employees make to the community through donations of their time and talent. Volunteer grants of \$250 are distributed quarterly.

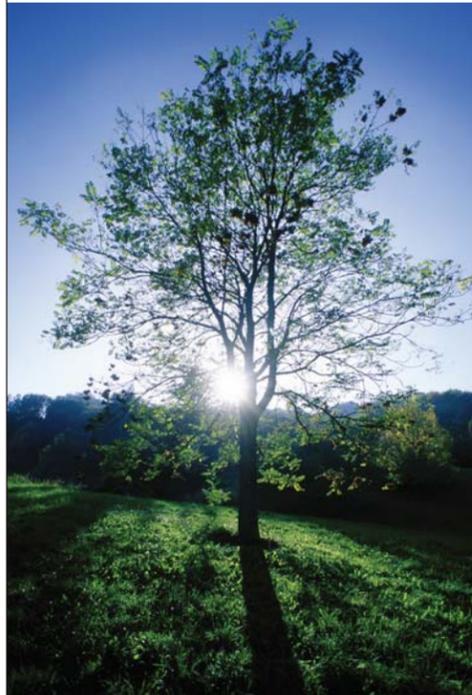
### Strategic Philanthropy Program

The Strategic Philanthropy Program supports Northern Trust affiliates' local philanthropic endeavors. This is a largely decentralized effort that focuses on what is most important to the local communities we serve.



### COMMUNITY REINVESTMENT

We have reaffirmed our commitment to community development and revitalization through our Community Reinvestment Act (CRA) initiatives. Northern Trust provided more than \$27.8 million in affordable mortgage loans in 2006 and more than \$69.7 million in community development loans. CRA investments completed for the year were \$15 million.



We seek to integrate environmental considerations into our decision-making process, and we are committed to continual improvement of our environmental practices. By acting locally, we can contribute to improving the global environment.

## ENVIRONMENT

### Our Approach

Northern Trust takes seriously our environmental stewardship and recognizes that we all are stakeholders in the future of our global environment. We are steadfastly committed to the highest business ethics, operating policies and labor rights and continually work to implement procedures that help preserve the environment in which we all live and work.

We recognize that our long-term financial prospects, and those of our clients, are tied to the health of the global environment. Northern Trust is committed to protecting and preserving the environment through the services we provide and by reducing the adverse impacts on the environment of our own actions. We conform to the principles of sustainability, recognizing the ecological limits within which we operate.

Environmental risks to Northern Trust's business are overseen by the Business Risk Committee of the board of directors. An Operational Risk Committee, comprised of the presidents of our business units and various other senior officers from across the organization, has responsibility for the company's policies, procedures and response to serious risk issues, including business continuity risks associated with hurricanes, floods and other weather-related events. Our Corporate Real Estate Department oversees paper and solid waste recycling and energy conservation initiatives.

### Making a Difference

Northern Trust shows its concern for the environment in various ways, including energy and material conservation; recycling programs; active measurement of our energy footprint; participation in industry awareness efforts; and through our charitable giving and socially responsible investment products.

Northern Trust is a signatory to and participant in the Carbon Disclosure Project, under which large institutional investors request information on greenhouse gas (GHG) emissions from more than 2,400 companies worldwide. The information on actual emissions, as well as responses outlining how climate change will affect each company's business, is compiled and used to evaluate the business implications of climate change.

As part of our commitment to transparency and accountability, Northern Trust actively compiles the data needed to estimate the level of GHG emissions that our facilities and business travel cause. We began this process in 2005 and continually strive to improve the accuracy of our estimates through enhancements to our data collection processes. In the past year, Northern Trust began collecting data on employee air miles flown; expanded our utility data collection to include facilities representing the majority of our workforce; and improved the data collection for many of our facilities to include actual energy consumption figures rather than just cost.

Based on the data available and using assumptions in accordance with the Greenhouse Gas Protocol of the World Resources Institute and the World Business Council for Sustainable Development, we estimate that our GHG emissions from usage of electricity and heating fuels in 2006 totaled 66,198 metric tonnes CO<sub>2</sub>e.

Of this figure, 16,947 tonnes CO<sub>2</sub>e emanated from our facilities in Canada, the United Kingdom, Ireland, Guernsey, India, Hong Kong, Singapore and Japan. We estimate an additional 7,844 metric tonnes of GHG emissions arose from the more than 43 million miles that Northern Trust employees flew for business travel during the year.

### Energy and Material Conservation

Energy and material conservation is a key area where we take concrete actions to help preserve and protect the environment while conserving energy produced from various sources.

- Northern Trust formed an in-house energy conservation team in 2006 to present and implement ideas to conserve energy around the Corporation. The team has coordinated various Earth Day related activities and a Change-A-Light campaign to encourage use of compact fluorescent light bulbs by employees and their families.
- We estimate energy savings of more than 6.5 million kWh per year from various recent initiatives in our Chicago office locations. These initiatives include:
  - installing energy-efficient cooling systems, energy-saver lighting panels, automated lighting systems and motion-detector lighting;
  - converting from T12 to high efficiency T8 light fixtures; and
  - shutting down reheat coils on fan power boxes during summer months.



## RECYCLING

- Employee workstations at many of our office locations have separate bins for recycling paper waste, and much of the paper product we use is produced from recycled post-consumer material.
- Northern Trust receives EPA certificates of compliance showing we recycle our computer equipment, including desktops, laptops, server hard drives, printers, monitors and peripherals, through a contractor applying government standards.
- In the fit-out of our London office, we selected recyclable products and materials wherever possible, installed a Vivreau drinking water system and chose furniture that is 80% recyclable. All waste paper is shredded and recycled by building management, and redundant furniture and equipment is offered to charity before recycling.

## NORTHERN TRUST TRACKS THE RESULTS OF OUR RECYCLING EFFORTS.

Recycling efforts at three Northern Trust locations – including our world headquarters in downtown Chicago – have produced the following positive results:

- We shred and recycle approximately 3.5 tonnes of paper per day, saving approximately 15,340 trees each year.
- We recycle 70% - 80% of our solid waste, amounting to approximately 169 tons of solid waste recycling per year, and saving 2,839 trees and 684,700 kWh of energy.
- In addition, this effort also kept 10,020 pounds of pollutants out of the atmosphere, and avoided 501 cubic yards of solid waste from going into a landfill.



- We are a member of ENERGY STAR, a U.S. government-backed program which helps businesses and individuals protect the environment through superior energy efficiency.
- Client reporting needs have grown significantly over the years and, in response, we have successfully moved from a paper reporting base to a predominantly electronic reporting base. Additionally, paper-based client statements are printed in duplex form (front and back) to conserve paper.
- When photocopying, staff are expected to use the duplex option, and duplex mode is the default option on our largest copier/printer devices.
- Patrons of our Chicago office cafeterias are charged extra for plastic to-go containers, earning us praise from the Society for Food Service Management to help reduce landfill waste.
- We installed touchless faucets and flushometers in restrooms to conserve water.
- At our London office, which serves as our international custody headquarters and houses approximately 1,300 Northern Trust employees, we selected a building with a high (forecast) BREEM rating and required our fit-out contractor to have accredited environmental standards in place including a sustainable supply policy. The office has an energy-efficient automatic lighting system with motion detectors; uses an energy-efficient air conditioning system that re-circulates tempered air to reduce heating and cooling requirements; and uses air conditioning scheduled around internal and external temperatures to reduce run time. We also choose suppliers and contractors with environmental accreditations and/or Carbon Neutral status.

## SOCIAL INVESTING

### Our Approach

Northern Trust is committed to providing socially responsible investment (SRI) solutions to meet the specific needs and preferences of personal and institutional investors.

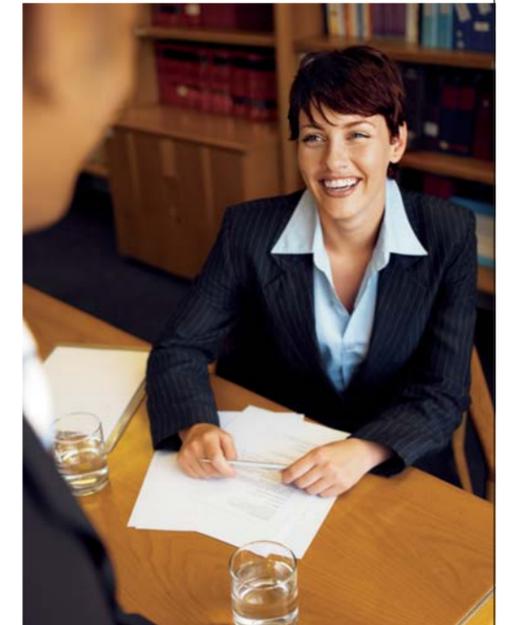
### Social Investment Strategies

With nearly 25 years of experience managing socially responsible portfolios and more than \$20 billion in socially screened assets, Northern Trust can implement SRI strategies in many of our well-established investment capabilities. These include passive, active and tax-efficient strategies. Third-party research on environmental, social and governance policies and management in corporations provides us with the tools to build a variety of SRI strategies, including negative and positive screens, best of class stock selection and shareholder advocacy.

In 2006, Northern Trust created the Socially Responsible Large Cap Equity Index Strategy. The strategy is designed to provide investment results that replicate the overall performance of the Domini 400 Social Index. Companies in the index have positive environmental, social and governance records based on issues ranging from community relations and diversity to product safety and corporate governance.

### Social Investment Analytics and Monitoring

Northern Trust's Risk Services Group also offers its asset servicing clients access to a web-based compliance monitoring service, Northern Trust Compliance Analyst®, which allows customized monitoring of portfolio holdings against client-selected lists of securities or a wide range of standard socially responsible investing screens.



We combine socially responsible investment solutions with nearly 25 years' experience managing these portfolios to meet investors' needs.

## CORPORATE SOCIAL RESPONSIBILITY: HISTORICAL PERSPECTIVE

Northern Trust receives continuous industry recognition for our dedication to diversity, philanthropy and the environment as well as workplace initiatives that attract the service of the most talented, capable employees. Following are some of the many efforts we have undertaken and recognitions we have received.

- 1912** Offers free group life insurance for employees – one of the first companies in the nation to do so.
- 1913** Introduces one of the nation’s first employee pension plans.
- 1930** Installs “manufactured weather” – a radical concept in its day – to reinforce Northern Trust as Chicago’s preferred workplace, making its headquarters the first air-conditioned office building in the city.
- 1940s** Works with the national Office of Price Administration to develop a procedure, which becomes the national standard, for ration standardization during World War II.
- 1948** Opens new facility that includes modern new addressograph and tabulating technology to replace handwritten and typed recordkeeping.
- 1949** Creates a pension and profit sharing division to support the rapid expansion of employee benefit plans following World War II.
- 1960** Installs fully integrated electronic accounting and check-processing system, a first for a Chicago bank and laying the foundation for later resource conservation efforts.
- 1966** Forms a charitable trust to support not-for-profit organizations in Cook County, Illinois, where Northern Trust is headquartered.
- 1968** Creates a cooperative education program to give promising high school seniors jobs.



- 1974** Develops industry-leading U.S. asset and reporting services to address corporate clients’ needs as a result of the Employee Retirement Income Security Act, which mandated that employee benefit fund assets be held in trust.
- 1984** Establishes a neighborhood lending program to provide funding for income-qualified borrowers and properties in low- and moderate-income neighborhoods.
- 1988** Forms an Employee Stock Ownership Plan to give employees a stake in the corporation’s success. As of 2006, employees, directors and retirees beneficially hold approximately 17% of Northern Trust stock.
- 1989** Introduces **Managing a Changing Workforce**, a diversity training program for all managers and supervisors.
- 1990** Opens the first employee childcare center in downtown Chicago designed to support the needs of working parents.



- Forms the **Black Affinity Group** to support leadership development among employees of Black heritage.
- Introduces **Global Opportunities in Leadership Development**, a recruitment and management training program.
- 1990s** Converts prime financial district real estate at Monroe and Wells streets, adjacent to the headquarters building, from drive-up banking facility into compact urban Chicago park, open to the public.

Organizes the first employee diversity councils to support diversity initiatives within business units.



Becomes a component security in the Domini 400 Social Index.

Announces first grant for Science/Math Advocacy and Recruitment for Teaching Program, a collaborative effort with Northwestern University and the Chicago Urban League to assist talented, disadvantaged Chicago high school students.

- 1991** Receives Employer of the Year designation by the International Association of Business, Industry and Rehabilitation and the Midwest Association of Business, Rehabilitation and Industry for our support of the disabled community.



Receives Voices for Illinois Children Award for our commitment to early childhood intervention and youth programs. This includes creation of the Centennial Fund for the Education of Children and our contributions to the Center for Successful Child Development in the low-income Robert Taylor Homes in Chicago.

- 1991–1998, 2000–2006** *Working Mother* magazine lists Northern Trust as among 100 Best Companies for Working Mothers in its annual survey.
- 1993** Introduces **Diversity at Work**, a program to prepare non-managers to become diversity advocates in the organization.

Receives Exemplary Partnership Award from Illinois State Council on Business-Education Partnerships for our adopt-a-school partnership with Wells Community Academy.

- 1994** Forms **TNT Pride** to champion a tolerant environment for all lesbian, gay, bisexual and transgendered employees.

Northern Trust Bank of Texas receives Habitat for Humanity’s Long-Term Corporate Partner Award for pioneering development of 0% and low-interest financial programs in Dallas.

- 1995** Institutes the Chairman’s Diversity Award to recognize employees who champion and make noteworthy contributions to our diversity efforts.



Receives the first Erie Neighborhood House Good Neighbor Award recognizing our commitment to that social service agency and to Chicago’s West Town community.

- 1996** Receives the Department of Labor’s Exemplary Volunteer Effort Award for our commitment to affirmative action efforts.

Receives our first Bank Enterprise Award from the U.S. Treasury Department recognizing our community development programs in Chicago.

- 1996, 2005** Receives honor from the Chicago Minority Business Development Council for our outstanding record of purchasing from minority- and women-owned vendors.
- 1997** Launches Private Passpori®, offering online account access and bill payment to personal clients, with full integration to their trust, brokerage and mutual fund accounts and helping reduce client paper consumption.
- 1998** Becomes only the second bank in the United States to offer domestic partner benefits to both same-sex and opposite-sex employees.

Receives award from the Illinois Governor's Commission on the Status of Women for excellence in work/life issues.

**2000** *Fortune* magazine names Northern Trust among the 100 Best Companies to Work for in America.

Becomes component security in the KLD Broad Market Social Index and the KLD Large Cap Social Index.

Receives the Catalyst Organization's award for significant progress in the advancement of women.

Forms the **Asian Leadership Council** to address the needs and concerns of Asian employees.

**2001** Receives Hannan G. Solomon Award from the Council of Jewish Women for "daring to make a difference."

**2001-2003; 2005-2006**

*Business Ethics* magazine names Northern Trust to its list of 100 Best Corporate Citizens.



**2001-2005; 2007**

Becomes a component of the FTSE4Good Index.

**2003** Receives Equip for Equality's Corporate Award for employment of people with disabilities.

Receives Corporate Diversity Award from the Chicago Council on Urban Affairs.

Launches the **Women in Leadership Forum** to provide career development and organizational insight to female partners.

Receives recognition by *Global Finance* magazine as one of the World's Most Socially Responsible Companies.

**2003-2006**

Receives Excellence through People Award from Enterprise Ireland.

**2003-2006**

*Computerworld* magazine names Northern Trust to its Best Places to Work in IT annual list.

**2004**

Receives Investor in People Leadership and Management Award from the United Kingdom Department for Education and Skills.



**2005**

Creates the **Latin Heritage Leadership Council** to help provide employees of Hispanic descent with leadership development, networking and mentoring opportunities.

Becomes Chicago Minority Enterprise Development Council affiliate organization.

**2006**

Forms **Disability Affinity Group** for employees with disabilities and parents of special-needs children.

**2007**

*Fortune* magazine names Northern Trust as one of America's Most Admired Companies.

*Euromoney* magazine names Northern Trust as Best Private Bank U.S. 2007.

ECPI E. Capital Partners adds Northern Trust to its Ethical Index GLOBAL, an SRI equity index tracking performance of 300 companies in 24 countries worldwide.

Creates the **Black Business Resource Council** to broaden the scope and capabilities established by the Black Affinity Group.

Introduces the emergency backup dependent care program to help employees address sudden family care needs on a daily basis.



## NORTHERN TRUST LOCATIONS

### ARIZONA

Phoenix  
Mesa  
Scottsdale  
Sun City West  
Sun Lakes  
Tucson

### CALIFORNIA

Los Angeles  
La Jolla  
Marin County  
Montecito  
Newport Beach  
Rancho Mirage  
San Diego  
San Francisco  
Santa Barbara  
Silicon Valley  
Westwood

### COLORADO

Denver

### CONNECTICUT

Stamford

### DELAWARE

Wilmington

### FLORIDA

Miami  
Aventura  
Belleair Bluffs  
Boca Raton  
Bonita Springs  
Coral Gables  
Coral Ridge  
Delray Beach  
Doral

Ft. Lauderdale  
Ft. Myers  
Key Biscayne  
Lakewood Ranch  
Longboat Key  
Naples  
North Palm Beach  
Palm Beach  
Sarasota  
St. Petersburg  
Stuart  
Tampa  
Venice  
Vero Beach  
Weston

### GEORGIA

Atlanta

### ILLINOIS

Chicago  
Barrington  
Glenview  
Highland Park  
Hinsdale  
Lake Bluff  
Lake Forest  
Naperville  
Oakbrook Terrace  
Park Ridge  
Schaumburg  
Winnetka

### MASSACHUSETTS

Boston

### MICHIGAN

Bloomfield Hills  
Grand Rapids  
Grosse Pointe Farms

**MINNESOTA**  
Minneapolis

**MISSOURI**  
Saint Louis

**NEVADA**  
Las Vegas

**NEW YORK**  
New York

**OHIO**  
Cleveland

**TEXAS**  
Dallas  
Austin  
Houston  
The Woodlands

**WASHINGTON**  
Seattle

**WISCONSIN**  
Milwaukee

**INTERNATIONAL**  
Amsterdam  
Bangalore  
Beijing  
Dublin  
Guernsey  
Hong Kong  
Isle of Man  
Jersey  
Limerick  
London  
Luxembourg  
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Tokyo  
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