Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6047(e), 6057(b), and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2011

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A This return/report is for:
- [ ] a multiemployer plan;
- [ ] a multiple-employer plan; or
- [X] a single-employer plan;
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report;
- [ ] the final return/report;
- [ ] an amended return/report;
- [ ] a short plan year return/report (less than 12 months).

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558;
- [ ] automatic extension;
- [ ] the DFVC program;
- [ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1987

2a Plan sponsor's name and address, including room or suite number (Employer, if for single-employer plan)

CHA CONSULTING, INC.

3 WINNERS CIRCLE
ALBANY, NY 12205

2b Employer Identification Number (EIN)
16-0966259

2c Sponsor's telephone number
518-453-8750

2d Business code (see instructions)
541330

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/01/2012	MEGAN ROBERTSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/01/2012	CHA CONSULTING, INC.
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address (if same as plan sponsor, enter "Same")
CHA CONSULTING, INC.

3 WINNERS CIRCLE
ALBANY, NY 12205

3b Administrator's EIN
16-0966259

3c Administrator's telephone number
518-453-8750

4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN and the plan number from the last return/report:

a Sponsor's name

4b EIN
30-0499903

4c PN
001

5	Total number of participants at the beginning of the plan year	**5**	870
6	Number of participants as of the end of the plan year (welfare plans complete only lines **6a, 6b, 6c,** and **6d**).		
a	Active participants	**6a**	673
b	Retired or separated participants receiving benefits	**6b**	3
c	Other retired or separated participants entitled to future benefits	**6c**	211
d	Subtotal. Add lines **6a**, **6b**, and **6c**	**6d**	887
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	0
f	Total. Add lines **6d** and **6e**	**6f**	887
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	846
h	Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	70
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
2E 2F 2G 2J 2S 2T 3D

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)

(1)		Insurance
(2)		Code section 412(e)(3) insurance contracts
(3)	X	Trust
(4)		General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

(1)		Insurance
(2)		Code section 412(e)(3) insurance contracts
(3)	X	Trust
(4)		General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

(1)	X	**R** (Retirement Plan Information)
(2)		**MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3)		**SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

(1)	X	**H** (Financial Information)
(2)		**I** (Financial Information – Small Plan)
(3)		**A** (Insurance Information)
(4)	X	**C** (Service Provider Information)
(5)		**D** (DFE/Participating Plan Information)
(6)		**G** (Financial Transaction Schedules)

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2011** **This Form is Open to Public Inspection.**

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A Name of plan
CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CHA CONSULTING, INC.

D Employer Identification Number (EIN)
16-0966259

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CROWE HORWATH LLP

PO BOX 145415
CINCINNATI, OH 45250

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDITOR	4000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

GREAT-WEST LIFE & ANNUITY COMPANY

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64	RECORDKEEPER	3955	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3 If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

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Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a	Name:	**b** EIN:
c	Position:	
d	Address:	**e** Telephone:

Explanation:

a	Name:	**b** EIN:
c	Position:	
d	Address:	**e** Telephone:

Explanation:

a	Name:	**b** EIN:
c	Position:	
d	Address:	**e** Telephone:

Explanation:

a	Name:	**b** EIN:
c	Position:	
d	Address:	**e** Telephone:

Explanation:

a	Name:	**b** EIN:
c	Position:	
d	Address:	**e** Telephone:

Explanation:

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2011

This Form is Open to Public Inspection

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A Name of plan
CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CHA CONSULTING, INC.

D Employer Identification Number (EIN)
16-0966259

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	600650	520285
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	41230340	40464283
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	41830990	40984568
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h		
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	41830990	40984568

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	4	
(B) Participants	2a(1)(B)	3082045	
(C) Others (including rollovers)	2a(1)(C)	108690	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		3190739
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	24348	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		24348
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	1438148	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		1438148
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0

		(a) Amount	(b) Total
2b (5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0
(6) Net investment gain (loss) from common/collective trusts	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-2640654
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		2012581
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2719586	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		2719586
f Corrective distributions (see instructions)	2f		74333
g Certain deemed distributions of participant loans (see instructions)	2g		58611
h Interest expense	2h		0
i Administrative expenses: (1) Professional fees	2i(1)	0	
(2) Contract administrator fees	2i(2)	7955	
(3) Investment advisory and management fees	2i(3)	0	
(4) Other	2i(4)	0	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		7955
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		2860485
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-847904
l Transfers of assets:			
(1) To this plan	2l(1)		1482
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☐ Unqualified **(2)** ☐ Qualified **(3)** ☒ Disclaimer **(4)** ☐ Adverse

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)? ☒ Yes ☐ No

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: CROWE HORWATH **(2)** EIN: 35-0921680

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. **(2)** ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete 4j and 4l. MTIAs also do not complete 4l.

During the plan year:

		Yes	No	Amount
a	Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b	Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e	Was this plan covered by a fidelity bond?	**4e**	X		500000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)	**4j**		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l	Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? If "Yes," enter the amount of any plan assets that reverted to the employer this year ☐ **Yes** ☒ **No** **Amount:**

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under section 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2011

This Form is Open to Public Inspection.

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A Name of plan
CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CHA CONSULTING, INC.

D Employer Identification Number (EIN)
16-0966259

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 84-1455663

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year. **3**

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section of 412 of the Internal Revenue Code or ERISA section 302, skip this Part)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under Section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 a Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of participants on whose behalf no contributions were made by an employer as an employer of the participant for:

a The current year	**14a**	
b The plan year immediately preceding the current plan year	**14b**	
c The second preceding plan year	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If item 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete items (a) through (c)

a Enter the percentage of plan assets held as:
Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate item 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN

FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE

December 31, 2011 and 2010

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN
Albany, New York

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULE
December 31, 2011 and 2010

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Crowe Horwath LLP
Independent Member Crowe Horwath International

REPORT OF INDEPENDENT AUDITORS

To the Investment Advisory Committee and Participants
CHA Consulting, Inc. Retirement Investment Plan
Albany, New York

We were engaged to audit the financial statements and supplemental schedule of CHA Consulting, Inc. Retirement Investment Plan (the "Plan") as of December 31, 2011 and 2010 and for the year ended December 31, 2011, as listed in the accompanying contents page. These financial statements and supplemental schedule are the responsibility of the Plan's management.

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by Orchard Trust Company LLC, the trustee of the Plan, except for comparing such information with the related information included in the financial statements and supplemental schedule. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of December 31, 2011 and 2010 and for the year ended December 31, 2011 that the information provided to the plan administrator by the trustee is complete and accurate.

Because of the significance of the information that we did not audit, we are unable to, and do not, express an opinion on the accompanying financial statements and supplemental schedule as a whole. The information included in the supplemental schedule is presented for the purpose of additional analysis and is not a required part of the financial statements but is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Crowe Horwath LLP

Brentwood, Tennessee
September 18, 2012

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2011 and 2010

	2011	2010
Assets		
Investments at fair value	$ 40,464,283	$ 41,230,340
Notes receivable from participants	520,285	600,650
Net assets available for benefits	$ 40,984,568	$ 41,830,990

See accompanying notes to financial statements.

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year ended December 31, 2011

Investment income (loss):	
Net depreciation in fair value of investments	$ (2,640,654)
Interest and dividends	1,438,148
Total investment loss	(1,202,506)
Interest income on notes receivable from participants	24,348
Contributions	
Participants	3,082,045
Rollover	108,694
Total contributions	3,190,739
Benefits paid to participants	2,852,530
Administrative expenses	7,955
Net decrease before transfers	(847,904)
Transfers in	1,482
Net assets available for benefits	
Beginning of year	41,830,990
End of year	$ 40,984,568

See accompanying notes to financial statements.

NOTE 1 - DESCRIPTION OF THE PLAN

The CHA Consulting, Inc. Retirement Investment Plan (the Plan) was established on March 3, 1987 effective as of January 1, 1987. The following brief description of the Plan is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General: The Plan is a profit sharing plan covering all eligible employees of CHA Consulting, Inc., Clough Harbour and Associates LLP, and CHA Tech Services Inc. (the Company) who are age 20 or older as of plan entry date. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan includes a cash or deferred arrangement pursuant to Section 401(k) of the Internal Revenue Code.

Contributions: The Plan provides that eligible participants may elect to have the Company make salary reduction contributions to the Plan on their behalf. Participants are allowed to contribute up to the maximum percentage allowed, not to exceed the limits set by law. Participants who have attained the age of 50 may elect to defer additional amounts, not to exceed the limits set by law. The Plan also allows for Employer discretionary contributions. Participants direct the investment of contributions among various investment options of the plan.

Participant Accounts: Each of the participant's accounts are credited with the individual participant's contributions (including rollovers) and the participant's allocable share (if any) of (a) the Company's contribution and (b) Plan earnings, losses and administrative expenses. Annual allocations of the Company discretionary contributions are based upon a formula which takes into account the participant's compensation integrated with social security wages. Allocation of investment earnings or losses is based on participant account balances. The benefit to which a participant is entitled is equal to the vested portion of the participant's accounts. Rollover contributions to participant accounts, representing distributions from other qualified defined benefit or defined contribution plans, approximated $108,694 in 2011.

Vesting: Participants are immediately vested in their contributions and rollover amounts plus actual earnings thereon. Company contributions credited to a participants' account are subject to a graduating vesting schedule. After one year of service, a participant is 20% vested for each year of service (as defined in the Plan), thus becoming fully vested after 5 years of service.

Payment of Benefits: Distribution of benefits are payable on a participant's (a) retirement date, or (b) sustaining total and permanent disability, (c) death, or (d) termination of service with the Company, under prescribed circumstances. Participants may elect to receive either a lump-sum amount or installment payments based on the life expectancy of the participant. Distributions are based upon the vested balance in the participant's account.

Forfeitures: As of December 31, 2011 and 2010 forfeited non-vested accounts totaled approximately $15,783 and $30,389, respectively. Forfeitures are reallocated to remaining participants of the Plan in the same manner as employer discretionary contributions.

Notes Receivable from Participants: Participants may borrow from their accounts a minimum of $1,000 or a maximum of $50,000 or 50% of their vested account balance, whichever is less. Loans must generally be repaid over a period not longer than five years. The loans are collateralized by the balance in the participant’s account and bear interest at market rates. Principal and interest are paid ratably through payroll deductions. Loan balances approximated $520,285 and $600,650 as of December 31, 2011 and 2010, respectively.

NOTE 1 - DESCRIPTION OF THE PLAN (Continued)

Administrative Expenses: The costs of administering the Plan, other than individual account service charges, are paid by the Plan. Individual account service charges are charged directly to participant accounts. Fees paid by the Plan for investment management services were included as a reduction of the return earned by each fund.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation: The accompanying financial statements of the Plan are prepared under the accrual basis of accounting.

Use of Estimates: The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and when applicable, disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants: Notes receivable from participants are reported at their unpaid principal balance plus any accrued but unpaid interest, with no allowance for credit losses, as repayments of principal and interest are received through payroll deductions and the notes are collateralized by the participants' account balances.

Payment of Benefits: Benefits are recorded when paid.

Subsequent Events: In preparing these financial statements, management has evaluated events and transactions for potential recognition or disclosure through September 18, 2012, the date the financial statements were available for issuance.

NOTE 3 - INVESTMENTS–UNAUDITED INFORMATION

Investments and related investment information included in the statements of net assets available for benefits, statement of changes in net assets available for benefits and notes to the financial statements have been certified as complete and accurate by Orchard Trust Company, LLC, trustee of the plan, as of December 31, 2011 and 2010, and for the year ended December 31, 2011. This information has not been audited by independent accountants.

NOTE 3 - INVESTMENTS–UNAUDITED INFORMATION (Continued)

The following investments represent five percent or more of the Plan's net assets available for benefits:

	2011	2010
Federated Kaufmann Fund A	$ 3,101,330	$ 3,751,778
Fidelity Contrafund	5,719,237	5,819,952
Maxim Money Market Portfolio	4,748,693	4,728,017
MFS New Discovery Fund	2,118,141	2,239,569
Franklin US Government Securities Fund A	2,119,241	2,302,852
Mutual Global Discovery Fund A	2,102,796	2,335,038
Mutual Shares Fund A	2,056,514	2,222,150
PIMCO Moderate Duration Fund	2,112,419	*
Templeton Growth Fund	2,598,500	2,845,021

*This mutual fund did not represent five percent or more of the plan's net assets for the year noted.

During 2011, the Plan's investments in mutual funds (including investments bought, sold, and held during the year) depreciated in value by $2,640,654.

NOTE 4 - FAIR VALUE MEASUREMENTS

Fair value is the price that would be received by the Plan for an asset or paid by the Plan to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the Plan's principal or most advantageous market for the asset or liability. Fair value measurements are determined by maximizing the use of observable inputs and minimizing the use of unobservable inputs. The hierarchy places the highest priority on unadjusted quoted market prices in active markets for identical assets or liabilities (level 1 measurements) and gives the lowest priority to unobservable inputs (level 3 measurements). The three levels of inputs within the fair value hierarchy are defined as follows:

Level 1: Inputs are based upon unadjusted quoted prices for identical instruments traded in active markets.

Level 2: Inputs are based upon quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active, and model based valuation techniques for which all significant assumptions are observable in the market or can be corroborated by observable market data for substantially the full term of the assets or liabilities.

Level 3: Inputs are generally unobservable and typically reflect management's estimates of assumptions that market participants would use in pricing the asset or liability. The fair values are therefore determined using model-based techniques that include option pricing models, discounted cash flow models, and similar techniques.

The Plans investments are valued as follows:

Mutual funds are valued by obtaining quoted prices on nationally recognized securities exchanges and are classified as Level 1 within the fair value hierarchy.

In some cases, a valuation technique used to measure fair value may include inputs from multiple levels of the fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy.

NOTE 4 - FAIR VALUE MEASUREMENTS (Continued)

The following table sets forth, by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2011 and 2010:

	Fair Value Measurements at December 31, 2011 Using		
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Mutual funds:			
Intermediate term bond fund	$ 2,112,419	$ -	$ -
Large cap blend fund	9,504,699	-	-
Large cap growth fund	11,566,200	-	-
Large cap value fund	2,056,514	-	-
Low interest medium quality world fund	1,888,621	-	-
Mid cap growth fund	3,101,330	-	-
Mid interest high-quality government fund	2,119,241	-	-
Money market fund	4,748,693	-	-
Small cap growth fund	2,118,141	-	-
Small cap value fund	1,248,425	-	-

	Fair Value Measurements at December 31, 2010 Using		
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Mutual funds:			
Intermediate term bond fund	$ 2,066,088	$ -	$ -
Large cap blend fund	9,886,408	-	-
Large cap growth fund	11,434,624	-	-
Large cap value fund	2,222,150	-	-
Low interest medium quality world fund	1,450,684	-	-
Mid cap growth fund	3,751,778	-	-
Mid interest high-quality government fund	2,302,852	-	-
Money market fund	4,728,017	-	-
Small cap growth fund	2,239,569	-	-
Small cap value fund	1,148,170	-	-

NOTE 5 – TAX STATUS

The Internal Revenue Service issued an opinion letter dated March 31, 2008 indicating that the prototype adopted by the Plan, as then designed, was in compliance with applicable requirements of the Internal Revenue Code. Although the Plan has been amended from the original prototype document, Plan management believes that the Plan is currently being operated in accordance with the Internal Revenue Code.

NOTE 6 – PLAN TERMINATION

The Company contemplates that the Plan will be permanent and that it will continue to be able to make contributions to the Plan. Nevertheless, in recognition of the fact that future conditions and circumstances cannot now be entirely foreseen, the Company reserves the right to terminate the Plan without notice to, or consent of, any other person. In the event of plan termination, participants will become fully vested in their employer contributions.

NOTE 7 – RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate risk, financial market risk and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

NOTE 8 – PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under Department of Labor regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. The Plan holds notes receivable from participants, and therefore, these transactions qualify as party in interest. Administrative and investment management fees also reflect party-in-interest transactions.

SUPPLEMENTAL SCHEDULE

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN
SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2011

Plan Sponsor: CHA Consulting, Inc.
Employer Identification Number: 16-0966259
Plan Number: 001

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Alliancebernstein	International Growth AAWPAX	*	$ 746,362
	American Funds	Europacific Growth Fd R3	*	1,013,868
	Davis New York	Venture Fund A	*	590,500
	Dreyfus	S&P 500 Index Fund	*	1,446,076
	Eaton Vance	Worldwide Health Sci	*	1,608,599
	Federated	Kaufman Fund A	*	3,101,330
	Fidelity	Contra Fund	*	5,719,237
	Franklin	Microcap Value Fund A	*	1,248,425
	Franklin	Equity Income Fund - A	*	1,752,960
	Franklin	US Gov't Securities Fund A	*	2,119,241
	Franklin Templeton	Conservative Alloc A	*	712,063
	Franklin Templeton	Growth Allocation A	*	1,231,517
	Franklin Templeton	Moderate Allocation AFMTIX	*	903,717
	Maxim	Money Market Portfolio	*	4,748,693
	MFS	New Discovery Fund	*	2,118,141
	Mutual Global	Discovery Fund A	*	2,102,796
	Mutual Shares	Fund A	*	2,056,514
	Pimco	Moderate Duration Fund Inst'l	*	2,112,419
	T. Rowe Price	Retirement Income Advisor	*	11,488
	T. Rowe Price	Retirement 2015 Advisor	*	42,060
	T. Rowe Price	Retirement 2020 Advisor	*	80,497
	T. Rowe Price	Retirement 2025 Advisor	*	96,544
	T. Rowe Price	Retirement 2030 Advisor	*	34,908
	T. Rowe Price	Retirement 2035 Advisor	*	113,657
	T. Rowe Price	Retirement 2040 Advisor	*	46,106
	T. Rowe Price	Retirement 2045 Advisor	*	76,577
	T. Rowe Price	Retirement 2050 Advisor	*	80,687
	T. Rowe Price	Retirement 2055 Advisor	*	62,180
	Templeton	Growth Fund A	*	2,598,500
	Templeton	Global Bond Fund - A	*	1,888,621
**	Notes receivable from participants	Notes receivable from participants, interest rates from 5% to 9.75%, with maturities through December 2025	*	520,285
				$ 40,984,568

* Cost information is not required for participant directed funds and therefore is not presented
** Represents a party-in-interest as defined by ERISA

See Report of Independent Auditors

ASSETS HELD FOR INVESTMENT PURPOSES

CHA Consulting, Inc. Retirement Investment Plan
01-JAN-11 to 31-DEC-11

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1PARIX			11,201.17	11,487.54
1PARHX			43,011.24	42,060.09
1PARBX			86,176.19	80,497.09
1PARJX			101,719.04	96,543.51
1PARCX			37,257.82	34,908.16
1PARKX			121,910.34	113,657.45
1PARDX			48,042.86	46,106.43
1PARLX			78,433.49	76,576.61
1PARFX			80,885.39	80,686.62
1PAROX			65,688.22	62,179.69
1AWPAX			916,063.59	746,364.04
1RERCX			1,120,792.82	1,013,867.52
1TP-MDI			2,024,030.94	2,102,796.27
1TP-GF			3,071,281.80	2,598,500.33
1ETHSX			1,707,412.23	1,608,598.56
1FRMCX			1,384,296.40	1,248,425.07
1MNDAX			2,177,187.04	2,118,140.70
1KAUAX			3,548,037.79	3,101,330.36
1DV-NYV			582,214.95	590,500.25
1DR-500			1,363,912.43	1,446,075.92
1CONTRA			4,715,320.55	5,719,237.39
1FISEX			1,855,061.15	1,752,960.23
1FR-MSF			2,164,470.96	2,056,513.80
1FTCIX			678,759.07	712,062.73
1FGTIX			1,126,738.55	1,231,516.59
1FMTIX			867,973.81	903,717.09
1FR-USG			2,039,403.97	2,119,240.86
1PI-MDF			2,077,236.95	2,112,418.84
1TPINX			1,940,211.60	1,888,620.79
1MX-MMF			4,732,909.69	4,732,909.67
			40,767,642.05	**40,448,500.20**
PARTICIPANT LOANS	VARIOUS	4.250-9.750	519,189.97	520,285.50
FORFEITURES			15,783.12	15,783.12

ASSETS HELD FOR INVESTMENT PURPOSES

CHA Consulting, Inc. Retirement Investment Plan
01-JAN-11 to 31-DEC-11

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE

LEGEND

INVESTMENT OPTION:

1PARIX	T. Rowe Price Retirement Income Adv	1PARHX	T. Rowe Price Retirement 2015 Advisor
1PARBX	T. Rowe Price Retirement 2020 Adv	1PARJX	T. Rowe Price Retirement 2025 Advisor
1PARCX	T. Rowe Price Retirement 2030 Adv	1PARKX	T. Rowe Price Retirement 2035 Advisor
1PARDX	T. Rowe Price Retirement 2040 Adv	1PARLX	T. Rowe Price Retirement 2045 Advisor
1PARFX	T. Rowe Price Retirement 2050 Adv	1PAROX	T. Rowe Price Retirement 2055 Advisor
1AWPAX	AllianceBernstein International Growth A	1RERCX	American Funds EuroPacific Growth Fd R3
1TP-MDI	Mutual Global Discovery Fund A	1TP-GF	Templeton Growth Fund A
1ETHSX	Eaton Vance Worldwide Health Sci A	1FRMCX	Franklin MicroCap Value Fund - A
1MNDAX	MFS New Discovery Fund	1KAUAX	Federated Kaufmann Fund A
1DV-NYV	Davis New York Venture Fund - A	1DR-500	Dreyfus S & P 500 Index Fund
1CONTRA	Fidelity Contrafund	1FISEX	Franklin Equity Income Fund - A
1FR-MSF	Mutual Shares Fund A	1FTCIX	Franklin Templeton Conservative Alloc A
1FGTIX	Franklin Templeton Growth Allocation A	1FMTIX	Franklin Templeton Moderate Allocation A
1FR-USG	Franklin US Government Securities Fund A	1PI-MDF	PIMCO Moderate Duration Fund Inst'l
1TPINX	Templeton Global Bond Fund - A	1MX-MMF	Maxim Money Market Portfolio

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year
CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN

FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE

December 31, 2011 and 2010

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN
Albany, New York

FINANCIAL STATEMENTS AND
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Crowe Horwath LLP
Independent Member Crowe Horwath International

REPORT OF INDEPENDENT AUDITORS

To the Investment Advisory Committee and Participants
CHA Consulting, Inc. Retirement Investment Plan
Albany, New York

We were engaged to audit the financial statements and supplemental schedule of CHA Consulting, Inc. Retirement Investment Plan (the "Plan") as of December 31, 2011 and 2010 and for the year ended December 31, 2011, as listed in the accompanying contents page. These financial statements and supplemental schedule are the responsibility of the Plan's management.

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by Orchard Trust Company LLC, the trustee of the Plan, except for comparing such information with the related information included in the financial statements and supplemental schedule. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of December 31, 2011 and 2010 and for the year ended December 31, 2011 that the information provided to the plan administrator by the trustee is complete and accurate.

Because of the significance of the information that we did not audit, we are unable to, and do not, express an opinion on the accompanying financial statements and supplemental schedule as a whole. The information included in the supplemental schedule is presented for the purpose of additional analysis and is not a required part of the financial statements but is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Crowe Horwath LLP

Brentwood, Tennessee
September 18, 2012

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2011 and 2010

	2011	2010
Assets		
Investments at fair value	$ 40,464,283	$ 41,230,340
Notes receivable from participants	520,285	600,650
Net assets available for benefits	$ 40,984,568	$ 41,830,990

See accompanying notes to financial statements.

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year ended December 31, 2011

Investment income (loss):	
Net depreciation in fair value of investments	$ (2,640,654)
Interest and dividends	1,438,148
Total investment loss	(1,202,506)
Interest income on notes receivable from participants	24,348
Contributions	
Participants	3,082,045
Rollover	108,694
Total contributions	3,190,739
Benefits paid to participants	2,852,530
Administrative expenses	7,955
Net decrease before transfers	(847,904)
Transfers in	1,482
Net assets available for benefits	
Beginning of year	41,830,990
End of year	$ 40,984,568

See accompanying notes to financial statements.

NOTE 1 - DESCRIPTION OF THE PLAN

The CHA Consulting, Inc. Retirement Investment Plan (the Plan) was established on March 3, 1987 effective as of January 1, 1987. The following brief description of the Plan is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General: The Plan is a profit sharing plan covering all eligible employees of CHA Consulting, Inc., Clough Harbour and Associates LLP, and CHA Tech Services Inc. (the Company) who are age 20 or older as of plan entry date. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan includes a cash or deferred arrangement pursuant to Section 401(k) of the Internal Revenue Code.

Contributions: The Plan provides that eligible participants may elect to have the Company make salary reduction contributions to the Plan on their behalf. Participants are allowed to contribute up to the maximum percentage allowed, not to exceed the limits set by law. Participants who have attained the age of 50 may elect to defer additional amounts, not to exceed the limits set by law. The Plan also allows for Employer discretionary contributions. Participants direct the investment of contributions among various investment options of the plan.

Participant Accounts: Each of the participant's accounts are credited with the individual participant's contributions (including rollovers) and the participant's allocable share (if any) of (a) the Company's contribution and (b) Plan earnings, losses and administrative expenses. Annual allocations of the Company discretionary contributions are based upon a formula which takes into account the participant's compensation integrated with social security wages. Allocation of investment earnings or losses is based on participant account balances. The benefit to which a participant is entitled is equal to the vested portion of the participant's accounts. Rollover contributions to participant accounts, representing distributions from other qualified defined benefit or defined contribution plans, approximated $108,694 in 2011.

Vesting: Participants are immediately vested in their contributions and rollover amounts plus actual earnings thereon. Company contributions credited to a participants' account are subject to a graduating vesting schedule. After one year of service, a participant is 20% vested for each year of service (as defined in the Plan), thus becoming fully vested after 5 years of service.

Payment of Benefits: Distribution of benefits are payable on a participant's (a) retirement date, or (b) sustaining total and permanent disability, (c) death, or (d) termination of service with the Company, under prescribed circumstances. Participants may elect to receive either a lump-sum amount or installment payments based on the life expectancy of the participant. Distributions are based upon the vested balance in the participant's account.

Forfeitures: As of December 31, 2011 and 2010 forfeited non-vested accounts totaled approximately $15,783 and $30,389, respectively. Forfeitures are reallocated to remaining participants of the Plan in the same manner as employer discretionary contributions.

Notes Receivable from Participants: Participants may borrow from their accounts a minimum of $1,000 or a maximum of $50,000 or 50% of their vested account balance, whichever is less. Loans must generally be repaid over a period not longer than five years. The loans are collateralized by the balance in the participant’s account and bear interest at market rates. Principal and interest are paid ratably through payroll deductions. Loan balances approximated $520,285 and $600,650 as of December 31, 2011 and 2010, respectively.

NOTE 1 - DESCRIPTION OF THE PLAN (Continued)

Administrative Expenses: The costs of administering the Plan, other than individual account service charges, are paid by the Plan. Individual account service charges are charged directly to participant accounts. Fees paid by the Plan for investment management services were included as a reduction of the return earned by each fund.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation: The accompanying financial statements of the Plan are prepared under the accrual basis of accounting.

Use of Estimates: The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and when applicable, disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants: Notes receivable from participants are reported at their unpaid principal balance plus any accrued but unpaid interest, with no allowance for credit losses, as repayments of principal and interest are received through payroll deductions and the notes are collateralized by the participants' account balances.

Payment of Benefits: Benefits are recorded when paid.

Subsequent Events: In preparing these financial statements, management has evaluated events and transactions for potential recognition or disclosure through September 18, 2012, the date the financial statements were available for issuance.

NOTE 3 - INVESTMENTS–UNAUDITED INFORMATION

Investments and related investment information included in the statements of net assets available for benefits, statement of changes in net assets available for benefits and notes to the financial statements have been certified as complete and accurate by Orchard Trust Company, LLC, trustee of the plan, as of December 31, 2011 and 2010, and for the year ended December 31, 2011. This information has not been audited by independent accountants.

NOTE 3 - INVESTMENTS–UNAUDITED INFORMATION (Continued)

The following investments represent five percent or more of the Plan's net assets available for benefits:

	2011	2010
Federated Kaufmann Fund A	$ 3,101,330	$ 3,751,778
Fidelity Contrafund	5,719,237	5,819,952
Maxim Money Market Portfolio	4,748,693	4,728,017
MFS New Discovery Fund	2,118,141	2,239,569
Franklin US Government Securities Fund A	2,119,241	2,302,852
Mutual Global Discovery Fund A	2,102,796	2,335,038
Mutual Shares Fund A	2,056,514	2,222,150
PIMCO Moderate Duration Fund	2,112,419	*
Templeton Growth Fund	2,598,500	2,845,021

*This mutual fund did not represent five percent or more of the plan's net assets for the year noted.

During 2011, the Plan's investments in mutual funds (including investments bought, sold, and held during the year) depreciated in value by $2,640,654.

NOTE 4 - FAIR VALUE MEASUREMENTS

Fair value is the price that would be received by the Plan for an asset or paid by the Plan to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the Plan's principal or most advantageous market for the asset or liability. Fair value measurements are determined by maximizing the use of observable inputs and minimizing the use of unobservable inputs. The hierarchy places the highest priority on unadjusted quoted market prices in active markets for identical assets or liabilities (level 1 measurements) and gives the lowest priority to unobservable inputs (level 3 measurements). The three levels of inputs within the fair value hierarchy are defined as follows:

Level 1: Inputs are based upon unadjusted quoted prices for identical instruments traded in active markets.

Level 2: Inputs are based upon quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active, and model based valuation techniques for which all significant assumptions are observable in the market or can be corroborated by observable market data for substantially the full term of the assets or liabilities.

Level 3: Inputs are generally unobservable and typically reflect management's estimates of assumptions that market participants would use in pricing the asset or liability. The fair values are therefore determined using model-based techniques that include option pricing models, discounted cash flow models, and similar techniques.

The Plans investments are valued as follows:

Mutual funds are valued by obtaining quoted prices on nationally recognized securities exchanges and are classified as Level 1 within the fair value hierarchy.

In some cases, a valuation technique used to measure fair value may include inputs from multiple levels of the fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy.

NOTE 4 - FAIR VALUE MEASUREMENTS (Continued)

The following table sets forth, by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2011 and 2010:

	Fair Value Measurements at December 31, 2011 Using		
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Mutual funds:			
Intermediate term bond fund	$ 2,112,419	$ -	$ -
Large cap blend fund	9,504,699	-	-
Large cap growth fund	11,566,200	-	-
Large cap value fund	2,056,514	-	-
Low interest medium quality world fund	1,888,621	-	-
Mid cap growth fund	3,101,330	-	-
Mid interest high-quality government fund	2,119,241	-	-
Money market fund	4,748,693	-	-
Small cap growth fund	2,118,141	-	-
Small cap value fund	1,248,425	-	-

	Fair Value Measurements at December 31, 2010 Using		
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Mutual funds:			
Intermediate term bond fund	$ 2,066,088	$ -	$ -
Large cap blend fund	9,886,408	-	-
Large cap growth fund	11,434,624	-	-
Large cap value fund	2,222,150	-	-
Low interest medium quality world fund	1,450,684	-	-
Mid cap growth fund	3,751,778	-	-
Mid interest high-quality government fund	2,302,852	-	-
Money market fund	4,728,017	-	-
Small cap growth fund	2,239,569	-	-
Small cap value fund	1,148,170	-	-

NOTE 5 – TAX STATUS

The Internal Revenue Service issued an opinion letter dated March 31, 2008 indicating that the prototype adopted by the Plan, as then designed, was in compliance with applicable requirements of the Internal Revenue Code. Although the Plan has been amended from the original prototype document, Plan management believes that the Plan is currently being operated in accordance with the Internal Revenue Code.

NOTE 6 – PLAN TERMINATION

The Company contemplates that the Plan will be permanent and that it will continue to be able to make contributions to the Plan. Nevertheless, in recognition of the fact that future conditions and circumstances cannot now be entirely foreseen, the Company reserves the right to terminate the Plan without notice to, or consent of, any other person. In the event of plan termination, participants will become fully vested in their employer contributions.

NOTE 7 – RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate risk, financial market risk and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

NOTE 8 – PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under Department of Labor regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. The Plan holds notes receivable from participants, and therefore, these transactions qualify as party in interest. Administrative and investment management fees also reflect party-in-interest transactions.

SUPPLEMENTAL SCHEDULE

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN
SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2011

Plan Sponsor: CHA Consulting, Inc.
Employer Identification Number: 16-0966259
Plan Number: 001

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Alliancebernstein	International Growth AAWPAX	*	$ 746,362
	American Funds	Europacific Growth Fd R3	*	1,013,868
	Davis New York	Venture Fund A	*	590,500
	Dreyfus	S&P 500 Index Fund	*	1,446,076
	Eaton Vance	Worldwide Health Sci	*	1,608,599
	Federated	Kaufman Fund A	*	3,101,330
	Fidelity	Contra Fund	*	5,719,237
	Franklin	Microcap Value Fund A	*	1,248,425
	Franklin	Equity Income Fund - A	*	1,752,960
	Franklin	US Gov't Securities Fund A	*	2,119,241
	Franklin Templeton	Conservative Alloc A	*	712,063
	Franklin Templeton	Growth Allocation A	*	1,231,517
	Franklin Templeton	Moderate Allocation AFMTIX	*	903,717
	Maxim	Money Market Portfolio	*	4,748,693
	MFS	New Discovery Fund	*	2,118,141
	Mutual Global	Discovery Fund A	*	2,102,796
	Mutual Shares	Fund A	*	2,056,514
	Pimco	Moderate Duration Fund Inst'l	*	2,112,419
	T. Rowe Price	Retirement Income Advisor	*	11,488
	T. Rowe Price	Retirement 2015 Advisor	*	42,060
	T. Rowe Price	Retirement 2020 Advisor	*	80,497
	T. Rowe Price	Retirement 2025 Advisor	*	96,544
	T. Rowe Price	Retirement 2030 Advisor	*	34,908
	T. Rowe Price	Retirement 2035 Advisor	*	113,657
	T. Rowe Price	Retirement 2040 Advisor	*	46,106
	T. Rowe Price	Retirement 2045 Advisor	*	76,577
	T. Rowe Price	Retirement 2050 Advisor	*	80,687
	T. Rowe Price	Retirement 2055 Advisor	*	62,180
	Templeton	Growth Fund A	*	2,598,500
	Templeton	Global Bond Fund - A	*	1,888,621
**	Notes receivable from participants	Notes receivable from participants, interest rates from 5% to 9.75%, with maturities through December 2025	*	520,285
				$ 40,984,568

* Cost information is not required for participant directed funds and therefore is not presented
** Represents a party-in-interest as defined by ERISA

See Report of Independent Auditors

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN

FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE

December 31, 2011 and 2010

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN
Albany, New York

FINANCIAL STATEMENTS AND
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December 31, 2011 and 2010

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Crowe Horwath LLP
Independent Member Crowe Horwath International

REPORT OF INDEPENDENT AUDITORS

To the Investment Advisory Committee and Participants
CHA Consulting, Inc. Retirement Investment Plan
Albany, New York

We were engaged to audit the financial statements and supplemental schedule of CHA Consulting, Inc. Retirement Investment Plan (the "Plan") as of December 31, 2011 and 2010 and for the year ended December 31, 2011, as listed in the accompanying contents page. These financial statements and supplemental schedule are the responsibility of the Plan's management.

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by Orchard Trust Company LLC, the trustee of the Plan, except for comparing such information with the related information included in the financial statements and supplemental schedule. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of December 31, 2011 and 2010 and for the year ended December 31, 2011 that the information provided to the plan administrator by the trustee is complete and accurate.

Because of the significance of the information that we did not audit, we are unable to, and do not, express an opinion on the accompanying financial statements and supplemental schedule as a whole. The information included in the supplemental schedule is presented for the purpose of additional analysis and is not a required part of the financial statements but is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Crowe Horwath LLP

Brentwood, Tennessee
September 18, 2012

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2011 and 2010

	2011	2010
Assets		
Investments at fair value	$ 40,464,283	$ 41,230,340
Notes receivable from participants	520,285	600,650
Net assets available for benefits	$ 40,984,568	$ 41,830,990

See accompanying notes to financial statements.

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year ended December 31, 2011

Investment income (loss):	
Net depreciation in fair value of investments	$ (2,640,654)
Interest and dividends	1,438,148
Total investment loss	(1,202,506)
Interest income on notes receivable from participants	24,348
Contributions	
Participants	3,082,045
Rollover	108,694
Total contributions	3,190,739
Benefits paid to participants	2,852,530
Administrative expenses	7,955
Net decrease before transfers	(847,904)
Transfers in	1,482
Net assets available for benefits	
Beginning of year	41,830,990
End of year	$ 40,984,568

See accompanying notes to financial statements.

NOTE 1 - DESCRIPTION OF THE PLAN

The CHA Consulting, Inc. Retirement Investment Plan (the Plan) was established on March 3, 1987 effective as of January 1, 1987. The following brief description of the Plan is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

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Contributions: The Plan provides that eligible participants may elect to have the Company make salary reduction contributions to the Plan on their behalf. Participants are allowed to contribute up to the maximum percentage allowed, not to exceed the limits set by law. Participants who have attained the age of 50 may elect to defer additional amounts, not to exceed the limits set by law. The Plan also allows for Employer discretionary contributions. Participants direct the investment of contributions among various investment options of the plan.

Participant Accounts: Each of the participant's accounts are credited with the individual participant's contributions (including rollovers) and the participant's allocable share (if any) of (a) the Company's contribution and (b) Plan earnings, losses and administrative expenses. Annual allocations of the Company discretionary contributions are based upon a formula which takes into account the participant's compensation integrated with social security wages. Allocation of investment earnings or losses is based on participant account balances. The benefit to which a participant is entitled is equal to the vested portion of the participant's accounts. Rollover contributions to participant accounts, representing distributions from other qualified defined benefit or defined contribution plans, approximated $108,694 in 2011.

Vesting: Participants are immediately vested in their contributions and rollover amounts plus actual earnings thereon. Company contributions credited to a participants' account are subject to a graduating vesting schedule. After one year of service, a participant is 20% vested for each year of service (as defined in the Plan), thus becoming fully vested after 5 years of service.

Payment of Benefits: Distribution of benefits are payable on a participant's (a) retirement date, or (b) sustaining total and permanent disability, (c) death, or (d) termination of service with the Company, under prescribed circumstances. Participants may elect to receive either a lump-sum amount or installment payments based on the life expectancy of the participant. Distributions are based upon the vested balance in the participant's account.

Forfeitures: As of December 31, 2011 and 2010 forfeited non-vested accounts totaled approximately $15,783 and $30,389, respectively. Forfeitures are reallocated to remaining participants of the Plan in the same manner as employer discretionary contributions.

Notes Receivable from Participants: Participants may borrow from their accounts a minimum of $1,000 or a maximum of $50,000 or 50% of their vested account balance, whichever is less. Loans must generally be repaid over a period not longer than five years. The loans are collateralized by the balance in the participant’s account and bear interest at market rates. Principal and interest are paid ratably through payroll deductions. Loan balances approximated $520,285 and $600,650 as of December 31, 2011 and 2010, respectively.

NOTE 1 - DESCRIPTION OF THE PLAN (Continued)

Administrative Expenses: The costs of administering the Plan, other than individual account service charges, are paid by the Plan. Individual account service charges are charged directly to participant accounts. Fees paid by the Plan for investment management services were included as a reduction of the return earned by each fund.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation: The accompanying financial statements of the Plan are prepared under the accrual basis of accounting.

Use of Estimates: The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and when applicable, disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants: Notes receivable from participants are reported at their unpaid principal balance plus any accrued but unpaid interest, with no allowance for credit losses, as repayments of principal and interest are received through payroll deductions and the notes are collateralized by the participants' account balances.

Payment of Benefits: Benefits are recorded when paid.

Subsequent Events: In preparing these financial statements, management has evaluated events and transactions for potential recognition or disclosure through September 18, 2012, the date the financial statements were available for issuance.

NOTE 3 - INVESTMENTS–UNAUDITED INFORMATION

Investments and related investment information included in the statements of net assets available for benefits, statement of changes in net assets available for benefits and notes to the financial statements have been certified as complete and accurate by Orchard Trust Company, LLC, trustee of the plan, as of December 31, 2011 and 2010, and for the year ended December 31, 2011. This information has not been audited by independent accountants.

NOTE 3 - INVESTMENTS–UNAUDITED INFORMATION (Continued)

The following investments represent five percent or more of the Plan's net assets available for benefits:

	2011	2010
Federated Kaufmann Fund A	$ 3,101,330	$ 3,751,778
Fidelity Contrafund	5,719,237	5,819,952
Maxim Money Market Portfolio	4,748,693	4,728,017
MFS New Discovery Fund	2,118,141	2,239,569
Franklin US Government Securities Fund A	2,119,241	2,302,852
Mutual Global Discovery Fund A	2,102,796	2,335,038
Mutual Shares Fund A	2,056,514	2,222,150
PIMCO Moderate Duration Fund	2,112,419	*
Templeton Growth Fund	2,598,500	2,845,021

*This mutual fund did not represent five percent or more of the plan's net assets for the year noted.

During 2011, the Plan's investments in mutual funds (including investments bought, sold, and held during the year) depreciated in value by $2,640,654.

NOTE 4 - FAIR VALUE MEASUREMENTS

Fair value is the price that would be received by the Plan for an asset or paid by the Plan to transfer a liability (an exit price) in an orderly transaction between market participants on the measurement date in the Plan's principal or most advantageous market for the asset or liability. Fair value measurements are determined by maximizing the use of observable inputs and minimizing the use of unobservable inputs. The hierarchy places the highest priority on unadjusted quoted market prices in active markets for identical assets or liabilities (level 1 measurements) and gives the lowest priority to unobservable inputs (level 3 measurements). The three levels of inputs within the fair value hierarchy are defined as follows:

Level 1: Inputs are based upon unadjusted quoted prices for identical instruments traded in active markets.

Level 2: Inputs are based upon quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active, and model based valuation techniques for which all significant assumptions are observable in the market or can be corroborated by observable market data for substantially the full term of the assets or liabilities.

Level 3: Inputs are generally unobservable and typically reflect management's estimates of assumptions that market participants would use in pricing the asset or liability. The fair values are therefore determined using model-based techniques that include option pricing models, discounted cash flow models, and similar techniques.

The Plans investments are valued as follows:

Mutual funds are valued by obtaining quoted prices on nationally recognized securities exchanges and are classified as Level 1 within the fair value hierarchy.

In some cases, a valuation technique used to measure fair value may include inputs from multiple levels of the fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy.

NOTE 4 - FAIR VALUE MEASUREMENTS (Continued)

The following table sets forth, by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2011 and 2010:

	Fair Value Measurements at December 31, 2011 Using		
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Mutual funds:			
Intermediate term bond fund	$ 2,112,419	$ -	$ -
Large cap blend fund	9,504,699	-	-
Large cap growth fund	11,566,200	-	-
Large cap value fund	2,056,514	-	-
Low interest medium quality world fund	1,888,621	-	-
Mid cap growth fund	3,101,330	-	-
Mid interest high-quality government fund	2,119,241	-	-
Money market fund	4,748,693	-	-
Small cap growth fund	2,118,141	-	-
Small cap value fund	1,248,425	-	-

	Fair Value Measurements at December 31, 2010 Using		
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Mutual funds:			
Intermediate term bond fund	$ 2,066,088	$ -	$ -
Large cap blend fund	9,886,408	-	-
Large cap growth fund	11,434,624	-	-
Large cap value fund	2,222,150	-	-
Low interest medium quality world fund	1,450,684	-	-
Mid cap growth fund	3,751,778	-	-
Mid interest high-quality government fund	2,302,852	-	-
Money market fund	4,728,017	-	-
Small cap growth fund	2,239,569	-	-
Small cap value fund	1,148,170	-	-

NOTE 5 – TAX STATUS

The Internal Revenue Service issued an opinion letter dated March 31, 2008 indicating that the prototype adopted by the Plan, as then designed, was in compliance with applicable requirements of the Internal Revenue Code. Although the Plan has been amended from the original prototype document, Plan management believes that the Plan is currently being operated in accordance with the Internal Revenue Code.

NOTE 6 – PLAN TERMINATION

The Company contemplates that the Plan will be permanent and that it will continue to be able to make contributions to the Plan. Nevertheless, in recognition of the fact that future conditions and circumstances cannot now be entirely foreseen, the Company reserves the right to terminate the Plan without notice to, or consent of, any other person. In the event of plan termination, participants will become fully vested in their employer contributions.

NOTE 7 – RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate risk, financial market risk and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

NOTE 8 – PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under Department of Labor regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. The Plan holds notes receivable from participants, and therefore, these transactions qualify as party in interest. Administrative and investment management fees also reflect party-in-interest transactions.

SUPPLEMENTAL SCHEDULE

CHA CONSULTING, INC. RETIREMENT INVESTMENT PLAN
SCHEDULE H, LINE 4(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2011

Plan Sponsor: CHA Consulting, Inc.
Employer Identification Number: 16-0966259
Plan Number: 001

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Alliancebernstein	International Growth AAWPAX	*	$ 746,362
	American Funds	Europacific Growth Fd R3	*	1,013,868
	Davis New York	Venture Fund A	*	590,500
	Dreyfus	S&P 500 Index Fund	*	1,446,076
	Eaton Vance	Worldwide Health Sci	*	1,608,599
	Federated	Kaufman Fund A	*	3,101,330
	Fidelity	Contra Fund	*	5,719,237
	Franklin	Microcap Value Fund A	*	1,248,425
	Franklin	Equity Income Fund - A	*	1,752,960
	Franklin	US Gov't Securities Fund A	*	2,119,241
	Franklin Templeton	Conservative Alloc A	*	712,063
	Franklin Templeton	Growth Allocation A	*	1,231,517
	Franklin Templeton	Moderate Allocation AFMTIX	*	903,717
	Maxim	Money Market Portfolio	*	4,748,693
	MFS	New Discovery Fund	*	2,118,141
	Mutual Global	Discovery Fund A	*	2,102,796
	Mutual Shares	Fund A	*	2,056,514
	Pimco	Moderate Duration Fund Inst'l	*	2,112,419
	T. Rowe Price	Retirement Income Advisor	*	11,488
	T. Rowe Price	Retirement 2015 Advisor	*	42,060
	T. Rowe Price	Retirement 2020 Advisor	*	80,497
	T. Rowe Price	Retirement 2025 Advisor	*	96,544
	T. Rowe Price	Retirement 2030 Advisor	*	34,908
	T. Rowe Price	Retirement 2035 Advisor	*	113,657
	T. Rowe Price	Retirement 2040 Advisor	*	46,106
	T. Rowe Price	Retirement 2045 Advisor	*	76,577
	T. Rowe Price	Retirement 2050 Advisor	*	80,687
	T. Rowe Price	Retirement 2055 Advisor	*	62,180
	Templeton	Growth Fund A	*	2,598,500
	Templeton	Global Bond Fund - A	*	1,888,621
**	Notes receivable from participants	Notes receivable from participants, interest rates from 5% to 9.75%, with maturities through December 2025	*	520,285
				$ 40,984,568

* Cost information is not required for participant directed funds and therefore is not presented
** Represents a party-in-interest as defined by ERISA

See Report of Independent Auditors