# UNITED STATES SECURITIES AND EXCHANGE COMMISSION

WASHINGTON, D.C. 20549

## FORM 8-K

CURRENT REPORT
Pursuant to Section 13 or 15(d) of the
Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): October 30, 2017

## MEDPACE HOLDINGS, INC.

(Exact name of registrant as specified in its charter)

Delaware (State or other jurisdiction of incorporation) 001-37856 (Commission File Number) 32-0434904 (IRS Employer Identification No.)

5375 Medpace Way Cincinnati, Ohio 45227 (513) 579-9911

(Address, including zip code, and telephone number, including area code, of registrant's principal executive offices)

Check provisi	the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following ions:
	Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
	Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
	Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
	Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))
	te by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) e 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).
Emergi	ging growth company ⊠
	merging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or d financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

#### Item 2.02 Results of Operations and Financial Condition.

On October 30, 2017, Medpace Holdings, Inc. (the "Company") issued a press release announcing its financial results for the three and nine months ended September 30, 2017. The full text of the press release was posted on the Company's internet website and is furnished as Exhibit 99.1 hereto and incorporated herein by reference.

Pursuant to General Instruction B.2 of Current Report on Form 8-K, the information contained in, or incorporated into, Item 2.02, including the press release attached as Exhibit 99.1, is being furnished and shall not be deemed "filed" for the purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), or otherwise subject to the liabilities of that section, nor shall it be deemed incorporated by reference into any registration statement or other filing under the Securities Act of 1933, as amended, or the Exchange Act, except as shall be expressly set forth by specific reference to such filing.

#### Item 9.01 Financial Statements and Exhibits.

(d) Exhibits

Exhibit No.	Description

99.1 Press release dated October 30, 2017

## SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

## MEDPACE HOLDINGS, INC.

Date: October 30, 2017 By: /s/ Jesse J. Geiger

Name: Jesse J. Geiger

Title: Chief Financial Officer and Chief Operating Officer, Laboratory

Operations

Exhibit 99.1 Media Contact: Mary Kuramoto Medpace Holdings, Inc. 513.579.9911 x12523 m.kuramoto@medpace.com

Investor Contact: investor@medpace.com



#### FOR IMMEDIATE RELEASE

#### Medpace Holdings, Inc. Reports Third Quarter 2017 Results

- Net service revenue of \$98.7 million in the third quarter increased 4.1% from net service revenue of \$94.8 million for the comparable prior-year period, representing a backlog conversion rate of 19.9%.
- Net new business awards totaled \$112.1 million in the third quarter, representing an increase of 2.7% from net new business awards of \$109.1 million for the comparable prior-year period; third quarter 2017 net book-to-bill ratio was 1.14x.
- Third quarter 2017 GAAP net income was \$9.8 million, or \$0.25 per diluted share, versus a GAAP net income of \$5.0 million, or \$0.13 per diluted share, for the comparable prior-year period. Net income margin was 10.0% and 5.3% for the third quarter of 2017 and 2016, respectively.
- Adjusted EBITDA was \$28.0 million, a decrease of 4.8% versus the comparable prior-year period, resulting in an Adjusted EBITDA margin of 28.4% for the third quarter of 2017.
- Adjusted Net Income was \$15.9 million, or \$0.40 per diluted share, an increase of 5.0% from the comparable prior-year period.

**CINCINNATI, OHIO, October 30, 2017**-- Medpace Holdings, Inc. (Nasdaq: MEDP) ("Medpace") today announced financial results for the third quarter ended September 30, 2017.

#### Third Quarter 2017 Financial Results

Net service revenue for the three months ended September 30, 2017 was \$98.7 million, an increase of 4.1%, compared to \$94.8 million for the comparable prior-year period.

Backlog as of September 30, 2017 grew 6.2% to \$510.0 million from \$480.4 million as of September 30, 2016. Net new business awards were \$112.1 million, representing a net book-to-bill ratio of 1.14x for the third quarter of 2017, as compared to \$109.1 million for the comparable prior-year period. The Company calculates net book-to-bill ratio by dividing net new business awards by net service revenue.

For the third quarter of 2017, Direct costs, excluding depreciation and amortization, were \$53.1 million, compared to \$51.2 million in the third quarter of 2016. Adjusted Direct costs were \$53.9 million for the third quarter 2017, compared to \$50.0 million in the third quarter of 2016.

Selling, general and administrative expenses were \$16.6 million in the third quarter of 2017, compared to \$16.4 million in the third quarter of 2016. Adjusted Selling, general and administrative expenses were \$16.5 million for the third quarter 2017 versus \$14.9 million in the third quarter of 2016.

GAAP net income for the third quarter of 2017 was \$9.8 million, or \$0.25 per diluted share, versus a GAAP net income of \$5.0 million, or \$0.13 per diluted share, for the third quarter of 2016. This resulted in a net income margin of 10.0% and 5.3% for the third quarter of 2017 and 2016, respectively.

Adjusted EBITDA for the third quarter of 2017 was \$28.0 million, or 28.4% of net service revenue, compared to \$29.5 million, or 31.1% of net service revenue, for the comparable prior-year period.

Adjusted Net Income for the third quarter of 2017 increased 5.0% to \$15.9 million, compared to \$15.1 million for the comparable prior-year period. Adjusted Net Income per diluted share for the third quarter of 2017 was \$0.40 compared to Adjusted Net Income per diluted share of \$0.40 for the comparable prior-year period.

A reconciliation of the Company's non-GAAP financial measures, including EBITDA, Adjusted EBITDA, Adjusted EBITDA margin, Adjusted Direct costs, Adjusted Selling, general and administrative expenses, Adjusted Net Income, and Adjusted Net Income per diluted share to the corresponding GAAP measures is provided below.

## **Balance Sheet and Liquidity**

The Company's Cash and cash equivalents were \$24.2 million at September 30, 2017, and the Company generated \$39.0 million in cash flow from operating activities during the third quarter of 2017. During the third quarter of 2017, the Company repurchased approximately 0.3 million shares for a total of \$8.3 million under its authorized share repurchase program. The Company had \$15.3 million remaining under its program at the end of the quarter. Additionally, the Company repurchased 2.0 million shares from Cinven Capital Management (V) General Partner Limited for a total of \$60.5 million.

#### **Financial Guidance**

The Company forecasts 2017 net service revenue in the range of \$381 million to \$386 million, representing growth of 2.8% to 4.2% over 2016 net service revenue of \$370.6 million. GAAP net income for full year 2017 is forecasted in the range of \$35.5 million to \$37.2 million. Additionally, full-year 2017 Adjusted EBITDA is expected in the range of \$106 million to \$108 million.

Based on forecasted 2017 net service revenue of \$381 million to \$386 million and GAAP net income of \$35.5 million to \$37.2 million, diluted earnings per share (GAAP) is forecasted in the range of \$0.87 to \$0.92. Adjusted Net Income for 2017 is forecasted in the range of \$59.0 million to \$61.0 million, compared to Adjusted Net Income of \$55.7 million for 2016. Furthermore, Adjusted Net Income per diluted share for 2017 is expected in the range of \$1.47 to \$1.52 per share.

#### **Conference Call Details**

Medpace will host a conference call at 9:00 a.m. ET, Tuesday, October 31, 2017, to discuss its third quarter 2017 results.

To participate in the conference call, dial 800-219-7113 (domestic) or 574-990-1030 (international) using the passcode 96458863.

To access the conference call via webcast, visit the "Investors" section of Medpace's website at medpace.com. The webcast replay of the call will be available at the same site approximately one hour after the end of the call.

A supplemental slide presentation will also be available at the "Investors" section of Medpace's website prior to the start of the call.

A recording of the call will be available at 12:00 p.m. ET on Tuesday, October 31, 2017 until 12:00 p.m. ET on Tuesday, November 14, 2017. To hear this recording, dial 855-859-2056 (domestic) or 404-537-3406 (international) using the passcode 96458863.

#### **About Medpace**

Medpace is a scientifically-driven, global, full-service clinical contract research organization (CRO) providing Phase I-IV clinical development services to the biotechnology, pharmaceutical and medical device industries. Medpace's mission is to accelerate the global development of safe and effective medical therapeutics through its physician-led, high-science, and disciplined operating approach that leverages regulatory and therapeutic expertise across all major areas including oncology, cardiology, metabolic disease, endocrinology, central nervous system and anti-viral and anti-infective. Headquartered in Cincinnati, Ohio, Medpace employs approximately 2,500 people across 35 countries.

#### **Forward-Looking Statements**

This press release contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements contained in this press release that do not relate to matters of historical fact should be considered forward-looking statements, including without limitation statements regarding our anticipated financial results and effective tax rate used for non-GAAP adjustment purposes. In this context, forward-looking statements often address expected future business and financial performance and financial condition, and often contain words such as "expect," "anticipate," "intend," "plan," "believe," "seek," "see," "will," "would," "target," "forecast," "may," "could," "likely," "anticipate," "project," "goal," "objective," similar expressions, and variations or negatives of these words.

These forward-looking statements are based on management's current expectations. These statements are neither promises nor guarantees, but involve known and unknown risks, uncertainties and other important factors that may cause our financial condition, actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements, including, but not limited to, the following: the potential loss, delay or non-renewal of our contracts, or the non-payment by customers for services we have performed; the failure to convert backlog to revenue at our present or historical conversion rate; fluctuation in our results between fiscal quarters and years; decreased operating margins due to increased pricing pressure or other pressures; failure to perform our services in accordance with contractual requirements, government regulations and ethical considerations; the impact of underpricing our contracts, overrunning our cost estimates or failing to receive approval for or experiencing delays with documentation of change orders; our failure to successfully execute our growth strategies; the impact of a failure to retain key personnel or recruit experienced personnel; the risks associated with our information systems infrastructure, including potential security breaches and other disruptions which could compromise our information; our failure to manage our growth effectively; adverse results from customer or therapeutic area concentration; the risks associated with doing business internationally; the risks associated with the Foreign Corrupt Practices Act and other anti-corruption laws; future net losses; the impact of income tax rate fluctuations on operations, earnings and earnings per share; the risks associated with our intercompany pricing policies; our failure to attract suitable investigators and patients to our clinical trials; the liability risks associated with our research and development services; the risks related to our Phase I clinical services; inadequate insurance coverage for our operations and indemnification obligations; fluctuations in exchange rates; the risks related to our relationships with existing or potential customers who are in competition with each other; our failure to successfully integrate potential future acquisitions; potential impairment of goodwill or other intangible assets; our limited ability to utilize our net operating loss carryforwards or other tax attributes; the risks associated with the use and disposal of hazardous substances and waste; the failure of third parties to provide us critical support services; our limited ability to protect our intellectual property rights; the risks associated with potential future investments in our customers' business or drugs; general economic conditions in the markets in which we operate, including financial market conditions; the impact of a natural disaster or other catastrophic event; negative outsourcing trends in the biopharmaceutical industry and a reduction in aggregate expenditures and research and development budgets; our inability to compete effectively with other CROs; the impact of healthcare reform; the impact of recent consolidation in the biopharmaceutical industry; failure to comply with federal, state and foreign healthcare laws; the effect of current and proposed laws and regulations regarding the protection of personal data; our potential involvement in costly intellectual property lawsuits; actions by regulatory authorities or customers to limit the scope of or withdraw an approved drug, biologic or medical device from the market; failure to keep pace with rapid technological changes; the impact of industry-wide reputational harm to CROs; the end result of any negotiations between the U.K. government and the EU regarding the terms of the U.K.'s exit from the EU, which could have implications on our research, commercial and general business operations in the U.K. and the EU; changes in U.S. generally accepted accounting principles; risks related to internal control over financial reporting; our ability to fulfill our debt obligations; the risks associated with incurring additional debt or undertaking additional debt obligations; the effect of covenant restrictions under our debt agreements on our ability to operate our business; our inability to generate sufficient cash to service all of our indebtedness; fluctuations in interest rates; and our dependence on our lenders, which may not be able to fund borrowings under the credit commitments, and our inability to borrow.

These and other important factors discussed under the caption "Risk Factors" in our Annual Report on Form 10-K filed with the Securities and Exchange Commission, or SEC, on February 28, 2017, and our other reports filed with the SEC could cause actual results to differ materially from those indicated by the forward-looking statements made in this press release. We cannot guarantee that any forward-looking statement will be realized. Achievement of anticipated results is subject to substantial risks, uncertainties and inaccurate assumptions. Should known or unknown risks or uncertainties materialize or should underlying assumptions prove inaccurate, actual results could vary materially from past results and those anticipated, estimated or projected. These factors should not be construed as exhaustive and should be read in conjunction with the other cautionary statements that are included in this release and in our filings with the SEC. Any such forward-looking statements represent management's estimates as of the date of this press release. While we may elect to update such forward-looking statements at some point in the future, we disclaim any obligation to do so, even if subsequent events cause our views to change. These forward-looking statements should not be relied upon as representing our views as of any date subsequent to the date of this press release.

#### **Non-GAAP Financial Measures**

Certain financial measures presented in this press release, such as EBITDA, Adjusted EBITDA adjusted EBITDA margin, Adjusted Direct costs, Adjusted Selling, general and administrative expenses, Adjusted Net Income, and Adjusted Net Income per diluted share, are not recognized under generally accepted accounting principles in the United States of America, or U.S. GAAP. Management uses EBITDA, Adjusted EBITDA, Adjusted EBITDA margin, Adjusted Direct costs, Adjusted Selling, general and administrative expenses, Adjusted Net Income, and Adjusted Net Income per diluted share or comparable metrics as a measurement used in evaluating our operating performance on a consistent basis, as a consideration to assess incentive compensation for our employees, for planning purposes, including the preparation of our internal annual operating budget, and to evaluate the performance and effectiveness of our operational strategies.

EBITDA, Adjusted EBITDA, Adjusted EBITDA margin, Adjusted Direct costs, Adjusted Selling, general and administrative expenses, Adjusted Net Income, and Adjusted Net Income per diluted share have important limitations as analytical tools and you should not consider them in isolation, or as a substitute for, analysis of our results as reported under U.S. GAAP. See the condensed consolidated financial statements included elsewhere in this release for our U.S. GAAP results. Additionally, for reconciliations of EBITDA, Adjusted EBITDA margin, Adjusted Direct costs, Adjusted Selling, general and administrative expenses, Adjusted Net Income, Adjusted Net Income per diluted share to our closest reported U.S. GAAP measures, refer to the appendix of this press release.

#### EBITDA, Adjusted EBITDA and Adjusted EBITDA margin

We believe that EBITDA, Adjusted EBITDA, and Adjusted EBITDA margin are useful to provide additional information to investors about certain material non-cash and non-recurring items. While we believe these financial measures are commonly used by investors to evaluate our performance and that of our competitors, because not all companies use identical calculations, this presentation of EBITDA, Adjusted EBITDA and Adjusted EBITDA margin may not be comparable to other similarly titled measures of other companies and should not be considered as an alternative to performance measures derived in accordance with U.S. GAAP. EBITDA is calculated as net income (loss) attributable to Medpace Holdings, Inc. before income tax expense, interest expense, net, depreciation and amortization with Adjusted EBITDA being further adjusted for unusual and other items. Adjusted EBITDA margin is calculated by dividing Adjusted EBITDA by Service revenue, net for each period. Our presentation of EBITDA, Adjusted EBITDA and Adjusted EBITDA margin should not be construed as an inference that our future results will be unaffected by unusual or non-recurring items.

#### Adjusted Net Income and Adjusted Net Income per diluted share

Adjusted Net Income measures our operating performance by adjusting net income (loss) attributable to Medpace Holdings, Inc. to include cash expenditures related to rental payments on leases classified for accounting purposes as deemed landlord liabilities, and exclude amortization expense, certain stock based compensation award non-cash expenses, certain litigation expenses, deferred financing fees and certain other non-recurring items. Adjusted Net Income per diluted share basis. Management uses these measures to evaluate our core operating results as it excludes certain items whose fluctuations from period-to-period do not necessarily correspond to changes in the core operations of the business, but includes certain items such as depreciation, interest expense and tax expense, which are otherwise excluded from Adjusted EBITDA. We believe the presentation of Adjusted Net Income and Adjusted Net Income per diluted share enhances our investors' overall understanding of the financial performance. You should not consider Adjusted Net Income or Adjusted Net Income per diluted share as an alternative to Net income (loss) or Net income per diluted share attributable to Medpace Holdings Inc., determined in accordance with U.S. GAAP, as an indicator of operating performance.

#### Adjusted Direct costs and Adjusted Selling, general and administrative expenses

Adjusted Direct costs and Adjusted Selling, general and administrative expenses are useful to provide information to investors to evaluate core operating expenses as they exclude certain items whose fluctuations from period-to-period do not necessarily correspond to changes in the core operations of the business, but includes certain items such as certain lease payments which are otherwise excluded from core operating expenses. We believe that reporting these metrics enhance our investors' overall understanding of our core recurring operating expenses. You should not consider Adjusted Direct costs and Adjusted Selling, general and administrative expenses as an alternative to Direct costs, excluding depreciation and amortization and Selling, general and administrative expenses, determined in accordance with U.S. GAAP, as an indicator of operating performance.

## CONDENSED CONSOLIDATED STATEMENTS OF OPERATIONS (UNAUDITED)

(Amounts in thousands, except per share amounts)		Three Moi Septem			Nine Months Ended September 30,					
	2017 2016						2016			
Revenue:										
Service revenue, net	\$	98,681	\$	94,812	\$	287,014	\$	275,245		
Reimbursed out-of-pocket revenue		11,962		12,987		36,456		38,094		
Total revenue		110,643		107,799		323,470		313,339		
Operating expenses:										
Direct costs, excluding depreciation and amortization		53,144		51,221		156,204		147,436		
Reimbursed out-of-pocket expenses		11,962		12,987		36,456		38,094		
Selling, general and administrative		16,606		16,391		46,515		44,724		
Depreciation		2,237		1,915		6,468		5,481		
Amortization		9,496		12,668		28,406		38,004		
Total operating expenses		93,445		95,182		274,049		273,739		
Income from operations		17,198		12,617		49,421		39,600		
Other expense, net:										
Miscellaneous expense, net		(145)		(378)		(642)		(1,319)		
Interest expense, net		(1,906)		(4,656)		(5,508)		(16,550)		
Total other expense, net		(2,051)		(5,034)		(6,150)		(17,869)		
Income before income taxes		15,147		7,583		43,271		21,731		
Income tax provision		5,316		2,547		15,440		8,285		
Net income	\$	9,831	\$	5,036	\$	27,831	\$	13,446		
Net income per share attributable to common shareholders:				<u> </u>		_				
Basic	\$	0.25	\$	0.14	\$	0.70	\$	0.39		
Diluted	\$	0.25	\$	0.13	\$	0.69	\$	0.39		
Weighted average common shares outstanding:										
Basic		38,579		37,118		39,803		34,138		
Diluted		39,329		37,623		40,537		34,365		
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## CONDENSED CONSOLIDATED BALANCE SHEETS (UNAUDITED)

(Amounts in thousands, except share amounts)	 A September 30, 2017	s Of	December 31. 2016		
ASSETS					
Current assets:					
Cash and cash equivalents	\$ 24,168	\$	37,099		
Restricted cash	79		308		
Accounts receivable and unbilled, net	74,708		79,767		
Prepaid expenses and other current assets	18,074		16,074		
Total current assets	117,029		133,248		
Property and equipment, net	45,903		43,805		
Goodwill	660,981		660,981		
Intangible assets, net	108,234		136,071		
Deferred income taxes	11,115		97		
Other assets	5,614		4,903		
Total assets	\$ 948,876	\$	979,105		
LIABILITIES AND SHAREHOLDERS' EQUITY					
Current liabilities:					
Accounts payable	\$ 9,972	\$	10,911		
Accrued expenses	20,085		24,417		
Pre-funded study costs	53,246		51,948		
Advanced billings	68,341		65,668		
Current portion of long-term debt	15,469		12,375		
Other current liabilities	5,250		3,284		
Total current liabilities	 172,363		168,603		
Long-term debt, net, less current portion	169,152		151,267		
Deemed landlord liability, less current portion	27,104		28,527		
Deferred income tax liability	513		12,030		
Deferred credit	20,956		-		
Other long-term liabilities	8,538		7,968		
Total liabilities	 398,626		368,395		
Commitments and contingencies					
Shareholders' equity:					
Preferred stock - \$0.01 par-value; 5,000,000 shares authorized; no shares issued and outstanding at September 30, 2017 and December 31, 2016	-		_		
Common stock - \$0.01 par-value; 250,000,000 shares authorized at September 30, 2017 and December 31, 2016, respectively; 37,403,764 and 40,662,856 shares					
issued and outstanding at September 30, 2017 and December 31, 2016, respectively	375		407		
Additional paid-in capital	628,558		623,629		
Accumulated deficit	(77,420)		(9,584)		
Accumulated other comprehensive loss	(1,263)		(3,742)		
Total shareholders' equity	550,250		610,710		
Total liabilities and shareholders' equity	\$ 948,876	\$	979,105		

## CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS (UNAUDITED)

CASH FLOWS FROM OPERATING ACTIVITIES:         (a) 27,831         \$ 13,446           CASH ILL (COME)         \$ 27,831         \$ 13,446           Adjustments to reconcile net income to net cash (used in) provided by operating activities:         \$ 28,406         30,004           Depreciation         28,406         30,004           Stock-based compensation expense         28,406         30,004           Stock-based compensation expenses         498         2,024           Deferred income tax benefit         (68)         (58)           Other         (50)         (250)           Changes in assets and liabilities:         1,1271         (8,733)           Accounts receivable and unbilled, net         5,447         (840)           Prepaid expenses and other current assets         (1,271)         (8,733)           Accounts receivable and unbilled, net         5,447         (843)           Prepaid expenses and visibilities         1,1271         (8,733)           Accounts payable         (4,840)         1,252           Accumeta expenses         (4,840)         1,252           Pre-funded study costs         1,058         2,331         15,560           Accurate assets and liabilities, net         6,832         2,381         15,681           Actorian	(Amounts in thousands)	Nine Months Ended September 30,					
Net income         \$ 27,831         \$ 13,446           Adjustments to reconcile net income to net cash (used in) provided by operating activities:         Secondary (used)         \$ 48           Depreciation         6,468         5,481           Amortization         28,406         38,004           Stock-based compensation expense         3,215         8,559           Amortization of debt issuance costs and discount         498         2,024           Deferred income tax benefit         (400         (568)           Other         (615)         (250)           Changes in assets and liabilities:         (1,271)         (8,733)           Prepaid expenses and other current assets         (1,271)         (8,733)           Accounts receivable and unbilled, net         5,340         (16,606)           Prepaid expenses and other current assets         (4,670)         (1,271)         (8,733)           Accounts receivable and unbilled, net         5,340         (16,606)         (1,271)         (8,733)           Accounts receivable and unbilled, net         6,468         4,460         1,257           Pre-funded expenses         (4,640)         1,257           Pre-funded study cost         1,187         4,620           Other assets and liabilities, net         6,873 </th <th></th> <th>2017</th> <th></th> <th>2016</th>		2017		2016			
Adjustments to reconcile net income to net cash (used in) provided by operating activities:   Depreciation	CASH FLOWS FROM OPERATING ACTIVITIES:						
activities:         Amortization         6,468         5,481           Depreciation         28,406         38,004           Stock-based compensation expense         3,215         8,559           Amortization of debt issuance costs and discount         498         2,024           Deferred income tax benefit         (420)         (568)           Other         (615)         2656           Changes in assets and liabilities:         Terpaid expenses and unbilled, net         5,340         (16,606)           Prepaid expenses and other current assets         (1,271)         (8,733)           Accounts payable         (467)         (943)           Accrued expenses         (4,840)         1,257           Pre-funded study cots         1,149         6,810           Advanced billings         2,381         16,560           Other assets and liabilities, net         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:         8         2,381         16,560           Other         44         83         Net cash used in investing activities         (8,29)         (7,843)           CASH FLOWS FROM FINANCING ACTIVITIES:         8         1         45           Payment for common stock issuance cost         1         2,77<		\$ 27,831	\$	13,446			
Depreciation         6,468         5,481           Amortization         28,406         38,004           Stock-based compensation expense         3,215         8,559           Amortization of debt issuance costs and discount         498         2,024           Deferred income tax benefit         (420)         (568)           Other         (615)         2556           Changes in assets and liabilities:         (615)         2656           Accounts receivable and unbilled, net         5,340         (16,606)           Prepaid expenses and other current assets         (1,271)         (8,733)           Accounts payable         (467)         (943)           Accude expenses         (4,840)         1,257           Pre-funded study costs         1,149         6,810           Advanced billings         2,381         16,560           Other assets and liabilities, net         1,058         (2,368)           Net cash provided by operating activities         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:         (8,329)         7,843)           Acquisition of intangibles         (6,329)         7,843)           Acquisition of intangibles         (8,854)         7,760           CASH LOWS FROM FINANCING ACT	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \						
Amotization         28,466         38,004           Stock-based compensation expense         3,215         8,559           Amortization of debt issuance costs and discount         498         2,024           Deferred income tax benefit         (420)         (568)           Other         (620)         (568)           Changes in assets and liabilities:         Techniques         3,300         (16,606)           Prepaid expenses and other current assets         (1,271)         (8,733)           Accounts payable         (467)         (943)           Accrued expenses         (4,840)         1,257           Pre-funded study costs         1,149         6,810           Advanced billings         2,381         16,560           Other assets and liabilities, net         1,058         2,381           Net cash provided by operating activities         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:         Techniques         1,839           Property and equipment expenditures         (8,329)         (7,843)           Acquisition of intangibles         (569)         -           Other         4,4         83           Net cash used in investing activities         1,5         (2,719)           Procee							
Stock-based compensation expense         3,215         8,559           Amortization of debt issuance costs and discount         498         2,024           Deferend income tax benefit         (400)         (568)           Other         (615)         2556           Changes in assets and liabilities:	·			,			
Amortization of debt issuance costs and discount         498         2,024           Deferred income tax benefit         (20)         (588)           Other         (615)         (256)           Changes in assets and liabilities:							
Deferred income tax benefit         (420)         (568)           Other         (615)         (256)           Changes in assets and liabilities:           Accounts receivable and unbilled, net         5,340         (16,606)           Prepaid expenses and other current assets         (1,271)         (8,733)           Accounts payable         (467)         (943)           Accrude expenses         (4,840)         1,257           Pre-funded study costs         1,149         6,810           Advanced billings         2,381         16,560           Other assets and liabilities, net         1,058         2,381           Net cash provided by operating activities         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:         Troperty and equipment expenditures         (8,329)         7,843           Acquisition of intangibles         (569)         -           Other         4         83           Net cash used in investing activities         (8,829)         7,843           Acquisition of intangibles         (569)         -           Other         4         83           Net cash used in investing activities         (8,829)         (7,849)           Proceeds from stock option exercises         1,187 <td></td> <td></td> <td></td> <td></td>							
Other         (615)         (256)           Changes in assets and liabilities:          (16,006)           Accounts receivable and unbilled, net         5,340         (16,006)           Prepaid expenses and other current assets         (1,271)         (8,733)           Accounts payable         (467)         (943)           Accrued expenses         (4,840)         1,257           Pre-funded study costs         1,149         6,810           Advanced billings         2,381         16,560           Other assets and liabilities, net         1,058         2,381           Net cash provided by operating activities         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:         ****         ****           Property and equipment expenditures         (569)         -         -           Other         44         83         ***         -							
Changes in assets and liabilities:         5,340         (16,608)           Accounts receivable and unbilled, net         5,340         (16,603)           Prepaid expenses and other current assets         (1,271)         (8,733)           Accounts payable         (4,647)         (943)           Accrued expenses         (4,840)         1,257           Pre-funded study costs         1,149         6,810           Advanced billings         2,381         16,560           Other assets and liabilities, net         68,732         62,368           Net cash provided by operating activities         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:         (659)         -           Property and equipment expenditures         (68,329)         (7,843)           Acquisition of intangibles         (569)         -           Other         44         83           Net cash used in investing activities         -         (2,719)           CASH FLOWS FROM FINANCING ACTIVITIES:         -         -           Payment for common stock option exercises         1,187         452           Repurchases of common stock option exercises         1,187         452           Repurchases of common stock option exercises         1,187         452							
Accounts receivable and unbilled, net         5,340         (16,606)           Prepaid expenses and other current assets         (1,271)         (8,733)           Accounts payable         (467)         (943)           Accrued expenses         (4,840)         1,257           Pre-funded study costs         1,149         6,810           Advanced billings         2,381         16,560           Other assets and liabilities, net         1,058         (2,388)           Net cash provided by operating activities         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:         8         7,784           Property and equipment expenditures         (8,329)         (7,843)           Acquisition of intangibles         (569)         -           Other         44         83           Net cash used in investing activities         (8,854)         (7,760)           CASH FLOWS FROM FINANCING ACTIVITIES:         2           Payment for common stock issuance costs         -         (2,719)           Proceeds from stock option exercises         1,187         452           Repurchases of common stock         (9,281)         (225,054)           Proceeds from revolving loan         (1,000)         -           Payment of debt <td></td> <td>(615)</td> <td></td> <td>(256)</td>		(615)		(256)			
Prepaid expenses and other current assets         (1,271)         (8,733)           Accounts payable         (467)         (943)           Accounts payable         (4,840)         1,257           Pre-funded study costs         1,149         6,810           Advanced billings         2,381         16,560           Other assets and liabilities, net         1,058         (2,368)           Net cash provided by operating activities         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:         8         7           Property and equipment expenditures         (8,329)         (7,843)           Acquisition of intangibles         (569)         -           Other         44         83           Net cash used in investing activities         (8,854)         (7,760)           CASH FLOWS FROM FINANCING ACTIVITIES:         2           Payment for common stock issuadace costs         -         (2,719)           Proceeds from stock option exercises         1,187         452           Repurchases of common stock         (9,281)         (225,04)           Proceeds from revolving loan         (1,20)         -           Payment of deemed landlord liability         (1,20)         -           Payment of deemed landlord lia	<u> </u>						
Accounts payable         (467)         (943)           Accrued expenses         (4,840)         1,257           Pre-funded study costs         1,149         6,810           Advanced billings         2,381         16,560           Other assets and liabilities, net         1,058         2,368           Net cash provided by operating activities         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:         ***         ***           Property and equipment expenditures         (8,329)         (7,843)           Acquisition of intangibles         (569)         -           Other         44         83           Net cash used in investing activities         (8,854)         (7,604)           CASH FLOWS FROM FINANCING ACTIVITIES:         ***         ***           Payment for common stock issuance costs         1         452         ***           Repurchases of common stock option exercises         1,187         452         ***         ***         ***         ***         ***         ***         ***         ***         ***         ***         ***         **         **         **         **         **         **         **         **         **         **         **         **							
Accrued expenses         (4,840)         1,257           Pre-funded study costs         1,149         6,810           Advanced billings         2,381         16,560           Other assets and liabilities, net         1,058         (2,368)           Net cash provided by operating activities         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:           Property and equipment expenditures         (8,329)         (7,843)           Acquisition of intangibles         (569)         -           Other         44         83           Net cash used in investing activities         (8,854)         (7,760)           CASH FLOWS FROM FINANCING ACTIVITIES:         -         (2,719)           Proceeds from stock option exercises         -         (2,719)           Proceeds from stock option exercises         -         (2,719)           Proceeds from stock option exercises         1,187         452           Repurchases of common stock         (9,281)         (225,054)           Proceeds from revolving loan         40,000         -           Payment of deemed landlord liability         (1,240)         (1,129)           Proceeds from common stock issued, net of underwriters discount         -         1,735,78		(1,271)		(8,733)			
Pre-funded study costs         1,149         6,810           Advanced billings         2,381         16,560           Other assets and liabilities, net         1,056         2,381         16,560           Net cash provided by operating activities         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:         Toperty and equipment expenditures         (8,329)         (7,843)           Acquisition of intangibles         (569)         -           Other         44         83           Net cash used in investing activities         (8,854)         (7,760)           CASH FLOWS FROM FINANCING ACTIVITIES:         2         (2,719)           Proceeds from stock option exercises         1,187         452           Repurchases of common stock issuance costs         -         (2,719)           Proceeds from stock option exercises         1,187         452           Repurchases of common stock         (95,260)         -           Payment of debt         (9,281)         (225,054)           Poceeds from revolving loan         40,000         -           Payment of deemed landlord liability         (10,000)         -           Payment of deemed landlord liability         (1,240)         (12,19)           Proceeds from common stock i		` '		(943)			
Advanced billings         2,381         16,560           Other assets and liabilities, net         1,058         2,388           Net cash provided by operating activities         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:         ***         ***           Property and equipment expenditures         (569)         -           Acquisition of intangibles         (569)         -           Other         44         83           Net cash used in investing activities         (8,854)         (7,760)           CASH FLOWS FROM FINANCING ACTIVITIES:         **         (2,719)           Payment for common stock isourace costs         -         (2,719)           Proceds from stock option exercises         1,187         452           Repurchases of common stock         (95,260)         -           Payment of debt         (9,281)         (225,054)           Proceeds from revolving loan         40,000         -           Payments on revolving loan         (10,000)         -           Payment of deemed landlord liability         (1,240)         (1,129)           Proceeds from common stock issued, net of underwriters discount         7         173,578           Net cash used in financing activities         (74,594)         (54,872		(4,840)					
Other assets and liabilities, net         1,058         (2,368)           Net cash provided by operating activities         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:         TOTALISAND ACQUISITION OF THE ACQUIVALENTS, AND RESTRICTED CASH         8,329         (7,843)           Property and equipment expenditures         (569)         -         -           Acquisition of intangibles         (569)         -         -           Other         44         83         -         -         (7,760)           CASH FLOWS FROM FINANCING ACTIVITIES:         TOTALISAND COMMON ACTIVITIES         TOTALISAND COMMON ACTIVITIES         TOTALISAND COMMON ACTIVITIES         1,187         452           Payment for common stock issuace costs         1,187         452         -         (2,719)         -         -         (2,719)         -         -         -         (2,719)         -         -         -         (2,719)         -	•	1,149					
Net cash provided by operating activities         68,733         62,667           CASH FLOWS FROM INVESTING ACTIVITIES:         7         7         7         7         8         7         7         8         7         7         8         7         7         8         7         7         9 <th< td=""><td>Advanced billings</td><td>2,381</td><td></td><td></td></th<>	Advanced billings	2,381					
CASH FLOWS FROM INVESTING ACTIVITIES:           Property and equipment expenditures         (8,329)         (7,843)           Acquisition of intangibles         (569)         -           Other         44         83           Net cash used in investing activities         (8,854)         (7,760)           CASH FLOWS FROM FINANCING ACTIVITIES:           Payment for common stock issuance costs         -         (2,719)           Proceeds from stock option exercises         1,187         452           Repurchases of common stock         (95,260)         -           Payment of debt         (9,281)         (225,054)           Proceeds from revolving loan         40,000         -           Payment of deemed landlord liability         (10,000)         -           Proceeds from common stock issued, net of underwriters discount         -         173,578           Net cash used in financing activities         7         173,578           EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, AND         1,555         227           RESTRICTED CASH         1,555         227           (DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH         (13,160)         262           CASH, CASH EQUIVALENTS, AND RESTRICTED CASH — Beginning of period         37,	Other assets and liabilities, net	 					
Property and equipment expenditures         (8,329)         (7,843)           Acquisition of intangibles         (569)         -           Other         44         83           Net cash used in investing activities         (8,854)         (7,760)           CASH FLOWS FROM FINANCING ACTIVITIES:         ***         (2,719)           Payment of common stock issuance costs         -         (2,719)           Proceeds from stock option exercises         1,187         452           Repurchases of common stock         (95,260)         -           Payment of debt         (9,281)         (225,054)           Proceeds from revolving loan         40,000         -           Payment of deemed landlord liability         (10,000)         -           Payment of deemed landlord liability         (1,240)         (1,129)           Proceeds from common stock issued, net of underwriters discount         -         173,578           Net cash used in financing activities         (74,594)         (54,872)           RESTRICTED CASH         1,555         227           (DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH         (13,160)         262           CASH, CASH EQUIVALENTS, AND RESTRICTED CASH — Beginning of period         37,407         17,737	Net cash provided by operating activities	 68,733		62,667			
Acquisition of intangibles         (569)         -           Other         44         83           Net cash used in investing activities         (8,854)         (7,760)           CASH FLOWS FROM FINANCING ACTIVITIES:         ***         (2,719)           Payment for common stock issuance costs         -         (2,719)           Proceeds from stock option exercises         1,187         452           Repurchases of common stock         (95,260)         -           Payment of debt         (9,281)         (225,054)           Proceeds from revolving loan         40,000         -           Payments on revolving loan         (10,000)         -           Payment of deemed landlord liability         (1,240)         (1,129)           Proceeds from common stock issued, net of underwriters discount         -         173,578           Net cash used in financing activities         (74,594)         (54,872)           EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, AND         1,555         227           (DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH         (13,160)         262           CASH, CASH EQUIVALENTS, AND RESTRICTED CASH — Beginning of period         37,407         17,737	CASH FLOWS FROM INVESTING ACTIVITIES:						
Other       44       83         Net cash used in investing activities       (8,854)       (7,760)         CASH FLOWS FROM FINANCING ACTIVITIES:       Payment for common stock issuance costs       -       (2,719)         Proceeds from stock option exercises       1,187       452         Repurchases of common stock       (95,260)       -         Payment of debt       (9,281)       (225,054)         Proceeds from revolving loan       (10,000)       -         Payments on revolving loan       (10,000)       -         Payment of deemed landlord liability       (1,240)       (1,129)         Proceeds from common stock issued, net of underwriters discount       -       173,578         Net cash used in financing activities       (74,594)       (54,872)         EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, AND       1,555       227         (DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH       (13,160)       262         CASH, CASH EQUIVALENTS, AND RESTRICTED CASH — Beginning of period       37,407       17,737	Property and equipment expenditures	(8,329)		(7,843)			
Net cash used in investing activities       (8,854)       (7,760)         CASH FLOWS FROM FINANCING ACTIVITIES:       ————————————————————————————————————	Acquisition of intangibles	(569)		-			
CASH FLOWS FROM FINANCING ACTIVITIES:         Payment for common stock issuance costs       -       (2,719)         Proceeds from stock option exercises       1,187       452         Repurchases of common stock       (95,260)       -         Payment of debt       (9,281)       (225,054)         Proceeds from revolving loan       40,000       -         Payments on revolving loan       (10,000)       -         Payment of deemed landlord liability       (1,240)       (1,129)         Proceeds from common stock issued, net of underwriters discount       -       173,578         Net cash used in financing activities       (74,594)       (54,872)         EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, AND       1,555       227         (DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH       (13,160)       262         CASH, CASH EQUIVALENTS, AND RESTRICTED CASH—Beginning of period       37,407       17,737	Other	 44		83			
Payment for common stock issuance costs         -         (2,719)           Proceeds from stock option exercises         1,187         452           Repurchases of common stock         (95,260)         -           Payment of debt         (9,281)         (225,054)           Proceeds from revolving loan         40,000         -           Payments on revolving loan         (10,000)         -           Payment of deemed landlord liability         (1,240)         (1,129)           Proceeds from common stock issued, net of underwriters discount         -         173,578           Net cash used in financing activities         (74,594)         (54,872)           EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, AND         1,555         227           (DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH         (13,160)         262           CASH, CASH EQUIVALENTS, AND RESTRICTED CASH — Beginning of period         37,407         17,737	Net cash used in investing activities	(8,854)		(7,760)			
Proceeds from stock option exercises       1,187       452         Repurchases of common stock       (95,260)       -         Payment of debt       (9,281)       (225,054)         Proceeds from revolving loan       40,000       -         Payments on revolving loan       (10,000)       -         Payment of deemed landlord liability       (1,240)       (1,129)         Proceeds from common stock issued, net of underwriters discount       -       173,578         Net cash used in financing activities       (74,594)       (54,872)         EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, AND       1,555       227         (DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH       (13,160)       262         CASH, CASH EQUIVALENTS, AND RESTRICTED CASH — Beginning of period       37,407       17,737	CASH FLOWS FROM FINANCING ACTIVITIES:	 					
Repurchases of common stock(95,260)-Payment of debt(9,281)(225,054)Proceeds from revolving loan40,000-Payments on revolving loan(10,000)-Payment of deemed landlord liability(1,240)(1,129)Proceeds from common stock issued, net of underwriters discount-173,578Net cash used in financing activities(74,594)(54,872)EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, ANDRESTRICTED CASH1,555227(DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH(13,160)262CASH, CASH EQUIVALENTS, AND RESTRICTED CASH — Beginning of period37,40717,737	Payment for common stock issuance costs	-		(2,719)			
Payment of debt(9,281)(225,054)Proceeds from revolving loan40,000-Payments on revolving loan(10,000)-Payment of deemed landlord liability(1,240)(1,129)Proceeds from common stock issued, net of underwriters discount-173,578Net cash used in financing activities(74,594)(54,872)EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, ANDRESTRICTED CASH1,555227(DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH(13,160)262CASH, CASH EQUIVALENTS, AND RESTRICTED CASH — Beginning of period37,40717,737	Proceeds from stock option exercises	1,187		452			
Proceeds from revolving loan40,000-Payments on revolving loan(10,000)-Payment of deemed landlord liability(1,240)(1,129)Proceeds from common stock issued, net of underwriters discount-173,578Net cash used in financing activities(74,594)(54,872)EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, ANDRESTRICTED CASH1,555227(DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH(13,160)262CASH, CASH EQUIVALENTS, AND RESTRICTED CASH — Beginning of period37,40717,737	Repurchases of common stock	(95,260)		-			
Payments on revolving loan(10,000)-Payment of deemed landlord liability(1,240)(1,129)Proceeds from common stock issued, net of underwriters discount-173,578Net cash used in financing activities(74,594)(54,872)EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, ANDRESTRICTED CASH1,555227(DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH(13,160)262CASH, CASH EQUIVALENTS, AND RESTRICTED CASH — Beginning of period37,40717,737	Payment of debt	(9,281)		(225,054)			
Payment of deemed landlord liability(1,240)(1,129)Proceeds from common stock issued, net of underwriters discount-173,578Net cash used in financing activities(74,594)(54,872)EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, AND RESTRICTED CASH1,555227(DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH(13,160)262CASH, CASH EQUIVALENTS, AND RESTRICTED CASH—Beginning of period37,40717,737	Proceeds from revolving loan	40,000		-			
Proceeds from common stock issued, net of underwriters discount - 173,578 Net cash used in financing activities (74,594) (54,872)  EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, AND RESTRICTED CASH 1,555 227  (DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH (13,160) 262  CASH, CASH EQUIVALENTS, AND RESTRICTED CASH—Beginning of period 37,407 17,737	Payments on revolving loan	(10,000)		-			
Net cash used in financing activities (74,594) (54,872)  EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, AND  RESTRICTED CASH (DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH (13,160) 262  CASH, CASH EQUIVALENTS, AND RESTRICTED CASH—Beginning of period 37,407 17,737	Payment of deemed landlord liability	(1,240)		(1,129)			
EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, AND RESTRICTED CASH (DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH (13,160) 262 CASH, CASH EQUIVALENTS, AND RESTRICTED CASH—Beginning of period 37,407 17,737	Proceeds from common stock issued, net of underwriters discount	-		173,578			
RESTRICTED CASH  (DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH  (Ash, Cash Equivalents, And Restricted Cash — Beginning of period — 17,737	Net cash used in financing activities	 (74,594)		(54,872)			
RESTRICTED CASH  (DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH  (Ash, Cash Equivalents, And Restricted Cash — Beginning of period — 17,737	EFFECT OF EXCHANGE RATES ON CASH, CASH EQUIVALENTS, AND						
CASH, CASH EQUIVALENTS, AND RESTRICTED CASH — Beginning of period 37,407 17,737		1,555		227			
CASH, CASH EQUIVALENTS, AND RESTRICTED CASH — Beginning of period 37,407 17,737	(DECREASE) INCREASE IN CASH, CASH EQUIVALENTS, AND RESTRICTED CASH	(13,160)		262			
				17,737			
	CASH, CASH EQUIVALENTS, AND RESTRICTED CASH — End of period	\$ 24,247	\$	17,999			

## RECONCILIATION OF NON-GAAP MEASURES (UNAUDITED)

(Amounts in thousands, except per share amounts)		Three Mor Septem			Nine Months Ended September 30,				
		2017	2016		2017		2016		
RECONCILIATION OF GAAP NET INCOME TO EBITDA AND ADJUSTED EBITDA									
Net income (GAAP)	\$	9,831	\$ 5,036	\$	27,831	\$	13,446		
Interest expense, net		1,906	4,656		5,508		16,550		
Income tax provision		5,316	2,547		15,440		8,285		
Depreciation		2,237	1,915		6,468		5,481		
Amortization		9,496	12,668		28,406		38,004		
EBITDA (Non-GAAP)	\$	28,786	\$ 26,822	\$	83,653	\$	81,766		
Stock compensation expense: liability awards			 						
mark-to-market (a)		-	3,092		-		5,668		
Corporate campus lease payments (b)		(945)	(933)		(2,817)		(2,793)		
Other transaction expenses (d)		205	480		205		1,247		
Adjusted EBITDA (Non-GAAP)	\$	28,046	\$ 29,461	\$	81,041	\$	85,888		
Net income margin (GAAP)		10.0%	5.3%		9.7%		4.9%		
Adjusted EBITDA margin (Non-GAAP)		28.4%	31.1%		28.2%		31.2%		
,									
RECONCILIATION OF GAAP NET INCOME TO ADJUSTED NET INCOME									
Net income as reported (GAAP)	\$	9,831	\$ 5,036	\$	27,831	\$	13,446		
Amortization		9,496	12,668		28,406		38,004		
Stock compensation expense: liability awards									
mark-to-market (a)		-	3,092		-		5,668		
Corporate campus lease payments - principal portion (b)		(427)	(385)		(1,240)		(1,129)		
Other transaction expenses (d)		205	480		205		1,247		
Deferred financing fees (c)		166	679		498		2,024		
Income tax effect of adjustments (e)		(3,398)	(6,448)		(10,033)		(17,867)		
Adjusted net income (Non-GAAP)	\$	15,873	\$ 15,122 \$		45,667	\$	41,393		
			-						
Net income per diluted share (GAAP)	\$	0.25	\$ 0.13	\$	0.69	\$	0.39		
Adjusted net income per diluted share (Non-GAAP)	\$	0.40	\$ 0.40	\$	1.13	\$	1.20		
Diluted average common shares outstanding		39,329	37,623		40,537		34,365		
RECONCILIATION OF ADJUSTED DIRECT COSTS									
Direct costs, excluding depreciation and amortization (GAAP)	\$	53,144	\$ 51,221	\$	156,204	\$	147,436		
Corporate campus lease payments (b)		803	793		2,394		2,374		
Stock compensation expense: liability awards									
mark-to-market (a)			 (1,979)				(3,615)		
Adjusted direct costs (Non-GAAP)	\$	53,947	\$ 50,035	\$	158,598	\$	146,195		
RECONCILIATION OF ADJUSTED SELLING, GENERAL AND									
ADMINISTRATIVE									
Selling, general and administrative (GAAP)	\$	16,606	\$ 16,391	\$	46,515	\$	44,724		
Corporate campus lease payments (b)		142	140		423		419		
Other transaction expenses (d)		(205)	(480)		(205)		(1,247)		
Stock compensation expense: liability awards									
mark-to-market (a)		-	 (1,113)		-		(2,053)		
Adjusted selling, general and administrative (Non-GAAP)	\$	16,543	\$ 14,938	\$	46,733	\$	41,843		
	0		 						

#### **FY 2017 GUIDANCE RECONCILIATION (UNAUDITED)**

(Amounts in millions, except per share amounts)		Foreca Adjusted N		Forecast 2017 Adjusted Diluted Earnings Per Share					Year ended December 31, 2016			
		Low	High			Low		High	Adjusted Net Income		Inc	sted Net ome per ed share
Net income and diluted earnings per share (GAAP)	\$	35.5	\$	37.2	\$	0.87	\$	0.92	\$	13.4	\$	0.37
Adjustments:												
Amortization		37.9		37.9		0.95		0.95		50.7		1.39
Stock compensation expense: liability awards mark-to-market (a)		-		_		_		_		5.7		0.16
Other transaction expenses (d)		-		-		-		-		1.2		0.03
Corporate campus lease payments - principal												
portion (b)		(1.7)		(1.7)		(0.04)		(0.04)		(1.5)		(0.04)
Loss on extinguishment of debt (f)		-		-		-		-		10.7		0.29
Deferred financing fees (c)		0.7		0.7		0.02		0.02		2.6		0.07
Income tax effect of adjustments (e)		(13.4)		(13.1)		(0.33)		(0.33)		(27.1)		(0.74)
Adjusted net income and adjusted net income												
per diluted share (Non-GAAP)	\$	59.0	\$	61.0	\$	1.47	\$	1.52	\$	55.7	\$	1.53
Depreciation		8.7		8.7								
Income tax provision		33.6		33.6								
Interest expense, net		4.7		4.7								
Adjusted EBITDA (Non-GAAP)		106.0	\$	108.0								

- (a) Consists of period end mark-to-market fair value adjustments associated with liability classified awards. Future stock based awards activity is expected to be classified as equity for accounting purposes and will not be subject to period ending fair value adjustments.
- (b) Represents cash rental payments on two corporate headquarter buildings that are accounted for as deemed assets and subject to depreciation expense over the life of the lease. Payments made for these leases are accounted for with a principal portion and an interest portion, consistent with deemed landlord liability accounting. The interest portion of these payments is included in net cash provided by operating activities in our statement of cash flows. The principal portion is reflected as a financing activity in our statement of cash flows. These adjustments for purposes of arriving at Adjusted EBITDA, Adjusted Direct costs, Adjusted Selling, general and administrative expenses and Adjusted Net Income have the effect of presenting these leases consistently with all other office lease rentals that we have globally.
- (c) Represents amortization of the discount and issuance costs deferred on the consolidated balance sheet associated with the issuance of the Senior Secured Credit Facility.
- (d) Represents advisory costs and other fees incurred in connection with the August 2016 initial public offering and the 2017 S-3 registration statement.
- (e) Represents the tax effect of the total adjustments at 39% for 2016. Third quarter of 2017 and year-to-date 2017 is reflective of an estimated effective tax rate of 36%. For full year 2017 guidance, a tax rate of 36.0% to 38.0% is assumed.
- (f) Represents a loss on extinguishment of long-term debt in connection with the repayment and extinguishment of our obligations under the previous Senior Secured Credit Facilities during the fourth quarter of 2016.