

NAVIGANT CONSULTING, INC. AND SUBSIDIARIES
SUPPLEMENTAL INFORMATION*
(UNAUDITED)

TOTAL COMPANY(1)											
	2017				2016				2016	2016	2015
All numbers in thousands except per share data, DSO, ratios and percentages	Q3	Q2	Q1	YTD September	Q4	Q3	Q2	Q1	YTD September	Full Year	Full Year
Revenues Before Reimbursements (RBR)	\$ 237,505	\$ 235,238	\$ 236,211	\$ 708,954	\$ 239,671	\$ 237,115	\$ 238,485	\$ 223,475	\$ 699,075	\$ 938,746	\$ 833,808
Y/Y Growth rate	0%	-1%	6%	1%	N/A	N/A	N/A	N/A	N/A	13%	N/A
Q/Q Growth rate	1%	0%	-1%	N/A	1%	-1%	7%	N/A	N/A	N/A	N/A
Reimbursements	24,771	21,608	21,626	68,005	26,430	24,294	23,198	21,812	69,304	95,734	85,678
Total Revenues	262,276	256,846	257,837	776,959	266,101	261,409	261,683	245,287	768,379	1,034,480	919,486
Geographic Revenues as % of Total Revenues											
U.S. Operations	89%	89%	90%	89%	90%	92%	91%	90%	91%	91%	91%
Non U.S. Operations	11%	11%	10%	11%	10%	8%	9%	10%	9%	9%	9%
Cost of Services Before Reimbursable Expenses	161,597	168,721	165,052	495,370	163,968	156,061	157,966	153,940	467,967	631,935	571,894
% of RBR	68%	72%	70%	70%	68%	66%	66%	69%	67%	67%	69%
General and Administrative Expenses	44,180	41,726	41,484	127,390	42,490	42,126	44,507	39,831	126,464	168,954	147,462
% of RBR	19%	18%	18%	18%	18%	18%	19%	18%	18%	18%	18%
EBITDA (2)	29,094	24,791	28,369	82,254	32,845	38,448	35,021	29,704	103,173	136,018	124,517
% of RBR	12%	11%	12%	12%	14%	16%	15%	13%	15%	14%	15%
Adjusted EBITDA (2)	32,884	29,176	31,461	93,521	34,770	39,807	37,152	30,561	107,520	142,290	120,942
% of RBR	14%	12%	13%	13%	15%	17%	16%	14%	15%	15%	15%
Operating Income	20,177	14,746	18,577	53,500	22,858	28,535	25,082	20,261	73,878	96,736	92,127
% of RBR	9%	6%	8%	8%	10%	12%	11%	9%	11%	10%	11%
Net Income	11,939	8,797	11,096	31,832	13,504	17,175	14,777	12,642	44,594	58,098	60,345
% of RBR	5%	4%	5%	4%	6%	7%	6%	6%	6%	6%	7%
Y/Y Growth rate	-30%	-40%	-12%	-29%	N/A	N/A	N/A	N/A	N/A	-4%	N/A
Q/Q Growth rate	36%	-21%	-18%	N/A	-21%	16%	17%	N/A	N/A	N/A	N/A
Net Income Per Diluted Share (EPS)	0.25	0.18	0.23	0.66	0.28	0.35	0.30	0.26	0.91	1.19	1.23
Adjusted Earnings Per Diluted Share (2)	0.30	0.24	0.27	0.80	0.30	0.37	0.33	0.27	0.97	1.27	1.07
Shares used in computing per diluted share data	48,017	48,696	48,969	48,561	48,618	48,763	48,841	49,031	48,878	48,813	49,224
Balance Sheet											
Cash and cash equivalents	9,005	6,556	9,132	9,005	8,291	7,044	3,310	3,406	7,044	8,291	8,895
Accounts receivable, net	295,750	267,283	264,874	295,750	261,755	272,254	254,395	230,177	272,254	261,755	216,660
Days sales outstanding (DSO)	94	86	86	94	81	87	81	78	87	81	76
Bank debt	176,723	184,787	178,336	176,723	135,030	161,208	189,757	211,521	161,208	135,030	173,743
Free Cash Flow (2)	14,214	13,511	13,310	41,035	7,893	25,456	24,432	20,996	70,884	78,777	49,024
Share-based compensation expense related to client-service FTE	1,377	2,599	1,617	5,593	2,174	1,513	2,612	1,495	5,620	7,794	6,407

SEGMENT INFORMATION (1)											
All numbers in thousands except percentages	2017				2016				2016	2016	2015
	Q3	Q2	Q1	YTD September	Q4	Q3	Q2	Q1	YTD September	Full Year	Full Year
Business Segment RBR											
Healthcare	\$ 95,860	\$ 94,134	\$ 90,546	\$ 280,540	\$ 91,679	\$ 91,046	\$ 89,876	\$ 81,667	\$ 262,589	\$ 354,268	\$ 288,798
% of Total Company RBR	40%	40%	38%	40%	38%	38%	38%	37%	38%	38%	35%
Energy	29,597	31,743	32,498	93,838	31,313	28,436	29,295	26,896	84,627	115,940	106,023
% of Total Company RBR	12%	13%	14%	13%	13%	12%	12%	12%	12%	12%	13%
Financial Services Advisory and Compliance	38,016	33,683	32,907	104,606	38,257	40,265	39,994	33,650	113,909	152,166	124,359
% of Total Company RBR	16%	14%	14%	15%	16%	17%	17%	15%	16%	16%	15%
Disputes, Forensics & Legal Technology	74,032	75,678	80,260	229,970	78,422	77,368	79,320	81,262	237,950	316,372	314,628
% of Total Company RBR	31%	32%	34%	32%	33%	33%	33%	36%	34%	34%	38%
Total Company	\$ 237,505	\$ 235,238	\$ 236,211	\$ 708,954	\$ 239,671	\$ 237,115	\$ 238,485	\$ 223,475	\$ 699,075	\$ 938,746	\$ 833,808
Business Segment Revenues											
Healthcare	\$ 104,397	\$ 102,804	\$ 98,689	\$ 305,890	\$ 100,712	\$ 100,033	\$ 98,386	\$ 90,102	\$ 288,521	\$ 389,233	\$ 313,884
% of Total Company Revenues	40%	40%	38%	39%	38%	38%	38%	37%	38%	38%	34%
Energy	35,144	36,544	37,722	109,410	37,402	32,076	32,855	31,279	96,210	133,612	124,491
% of Total Company Revenues	13%	14%	15%	14%	14%	12%	13%	13%	13%	13%	14%
Financial Services Advisory and Compliance	44,584	37,244	36,855	118,683	44,733	46,391	45,360	36,907	128,658	173,391	142,959
% of Total Company Revenues	17%	15%	14%	15%	17%	18%	17%	15%	17%	17%	16%
Disputes, Forensics & Legal Technology	78,151	80,254	84,571	242,976	83,254	82,909	85,082	86,999	254,990	338,244	338,152
% of Total Company Revenues	30%	31%	33%	31%	31%	32%	33%	35%	33%	33%	37%
Total Company	\$ 262,276	\$ 256,846	\$ 257,837	\$ 776,959	\$ 266,101	\$ 261,409	\$ 261,683	\$ 245,287	\$ 768,379	\$ 1,034,480	\$ 919,486
Segment Operating Profit											
Healthcare	\$ 29,693	\$ 28,116	\$ 27,613	\$ 85,422	\$ 30,137	\$ 31,896	\$ 29,362	\$ 23,768	\$ 85,026	\$ 115,163	\$ 90,869
% of Segment RBR	31%	30%	30%	30%	33%	35%	33%	29%	32%	33%	31%
Energy	8,077	8,516	8,879	25,472	9,185	8,336	8,402	6,714	23,452	32,637	31,380
% of Segment RBR	27%	27%	27%	27%	29%	29%	29%	25%	28%	28%	30%
Financial Services Advisory and Compliance	15,937	12,307	11,614	39,858	14,765	17,682	17,511	13,506	48,699	63,464	49,130
% of Segment RBR	42%	37%	35%	38%	39%	44%	44%	40%	43%	42%	40%
Disputes, Forensics & Legal Technology	24,499	21,429	26,339	72,267	24,913	26,099	28,963	28,710	83,772	108,685	102,449
% of Segment RBR	33%	28%	33%	31%	32%	34%	37%	35%	35%	34%	33%
Total Company	\$ 78,206	\$ 70,368	\$ 74,445	\$ 223,019	\$ 79,000	\$ 84,013	\$ 84,238	\$ 72,698	\$ 240,949	\$ 319,949	\$ 273,828
% of Total Company RBR	33%	30%	32%	31%	33%	35%	35%	33%	34%	34%	33%
OTHER INFORMATION											
Technology, Data & Process RBR (3)	\$ 43,898	\$ 43,164	\$ 46,656	\$ 133,718	\$ 47,148	\$ 42,996	\$ 43,019	\$ 45,520	\$ 131,535	\$ 178,683	\$ 185,539
% of Total Company RBR	18%	18%	20%	19%	20%	18%	18%	20%	19%	19%	22%

METRIC INFORMATION (1)												
		2017			2017	2016				2016	2016	2015
	Q3	Q2	Q1	YTD September	Q4	Q3	Q2	Q1	YTD September	Full Year	Full Year	
Average Client-Service Full-Time Equivalent (FTE) Headcount (3)(4)												
Healthcare												
Consulting	634	618	610	621	621	601	570	556	576	587	443	
Technology, Data & Process	2,780	2,656	2,467	2,634	2,423	2,367	2,495	2,581	2,481	2,466	2,287	
Total Client-Service FTE	3,414	3,274	3,077	3,255	3,044	2,968	3,065	3,137	3,057	3,053	2,730	
Energy												
Consulting	443	457	472	457	438	344	356	370	357	377	344	
Technology, Data & Process	57	59	62	59	62	63	62	62	62	62	65	
Total Client-Service FTE	500	516	534	516	500	407	418	432	419	439	409	
Financial Services Advisory and Compliance												
Consulting	303	304	318	308	321	314	305	291	303	308	293	
Technology, Data & Process	93	94	87	91	-	-	-	-	-	-	-	
Total Client-Service FTE	396	398	405	399	321	314	305	291	303	308	293	
Disputes, Forensics & Legal Technology												
Consulting	499	507	508	505	494	486	481	489	485	488	487	
Technology, Data & Process	177	188	189	185	196	189	191	193	191	192	210	
Total Client-Service FTE	676	695	697	690	690	675	672	682	676	680	697	
Total Company												
Consulting	1,878	1,886	1,907	1,891	1,874	1,746	1,712	1,706	1,721	1,760	1,568	
Technology, Data & Process	3,108	2,997	2,805	2,970	2,681	2,620	2,747	2,837	2,735	2,721	2,562	
Total Client-Service FTE	4,986	4,883	4,712	4,861	4,555	4,366	4,459	4,543	4,456	4,481	4,130	
Average Bill Rate (3)(5)												
Healthcare	279	279	269	275	272	270	292	264	270	271	274	
Energy	200	206	207	206	197	207	210	203	207	205	199	
Financial Services Advisory and Compliance	314	284	293	293	295	313	316	288	306	301	275	
Disputes, Forensics & Legal Technology	362	364	366	363	360	367	375	380	375	371	373	
Total Company	291	287	285	287	281	293	303	291	294	291	288	
Average Utilization (based on 1,850 hrs) (3)(6)												
Healthcare	73%	74%	77%	75%	78%	75%	77%	77%	76%	77%	76%	
Energy	67%	67%	67%	67%	70%	72%	74%	72%	73%	72%	74%	
Financial Services Advisory and Compliance	82%	75%	75%	77%	74%	76%	80%	81%	79%	78%	76%	
Disputes, Forensics & Legal Technology	74%	74%	72%	73%	68%	72%	75%	78%	75%	73%	75%	
Total Company	73%	73%	73%	73%	73%	74%	76%	77%	76%	75%	75%	
Period End FTE Employees (3)(4)												
Consulting	1,891	1,874	1,896	1,891	1,908	1,791	1,716	1,711	1,791	1,908	1,677	
Technology, Data & Process	3,125	3,106	2,903	3,125	2,753	2,620	2,642	2,812	2,620	2,753	2,897	
Non-billable	929	916	922	929	895	848	842	822	848	895	755	
Total Company	5,945	5,896	5,721	5,945	5,556	5,259	5,200	5,345	5,259	5,556	5,329	

NON-GAAP FINANCIAL MEASURES RECONCILIATIONS PAGE 1 OF 2

EBITDA AND ADJUSTED EBITDA (1)(2)

	2017				2016				2016	2016	2015
	Q3	Q2	Q1	YTD September	Q4	Q3	Q2	Q1	YTD September	Full Year	Full Year
All numbers in thousands except ratios and percentages											
Net income	\$ 11,939	\$ 8,797	\$ 11,096	\$ 31,832	\$ 13,504	\$ 17,175	\$ 14,777	\$ 12,642	\$ 44,594	\$ 58,098	\$ 60,345
Interest expense	1,367	1,280	1,069	3,716	1,236	1,310	1,429	1,260	3,999	5,235	4,916
Interest income	(124)	(81)	(31)	(236)	(31)	(35)	(36)	(39)	(110)	(141)	(250)
Other income, net	104	602	(217)	489	(635)	(350)	(444)	(340)	(1,134)	(1,769)	(692)
Income tax expense	6,891	4,148	6,660	17,699	8,784	10,435	9,356	6,738	26,529	35,313	27,808
Depreciation expense	6,742	7,826	7,473	22,041	7,197	7,008	7,015	6,522	20,545	27,742	23,612
Accelerated depreciation - office consolidation (included in other operating costs - office consolidation, net)	-	-	-	-	-	-	33	-	33	33	165
Amortization expense	2,175	2,219	2,319	6,713	2,790	2,905	2,891	2,921	8,717	11,507	8,613
EBITDA	29,094	24,791	28,369	82,254	32,845	38,448	35,021	29,704	103,173	136,018	124,517
Add:											
Severance expense	1,156	4,385	1,786	7,327	1,557	879	1,140	857	2,876	4,433	6,490
Other operating costs (benefit):											
Contingent acquisition liability adjustments, net	1,014	-	1,199	2,213	-	480	850	-	1,330	1,330	(13,047)
Office consolidation, net (excluding accelerated depreciation - office consolidation, above)	-	-	(38)	(38)	368	-	141	-	141	509	2,601
Loss on disposition of assets	-	-	-	-	-	-	-	-	-	-	283
Deferred debt issuance costs write off	-	-	145	145	-	-	-	-	-	-	-
Goodwill impairment	-	-	-	-	-	-	-	-	-	-	-
Other impairment	-	-	-	-	-	-	-	-	-	-	98
Other costs	1,620	-	-	1,620	-	-	-	-	-	-	-
Adjusted EBITDA	32,884	29,176	31,461	93,521	34,770	39,807	37,152	30,561	107,520	142,290	120,942
General and administrative expenses	44,180	41,726	41,484	127,390	42,490	42,126	44,507	39,831	126,464	168,954	147,462
Long term compensation expense related to client-service personnel (including share-based compensation)	2,298	3,851	3,286	9,435	3,297	2,959	3,719	3,163	9,841	13,138	11,914
Severance expense added above	(1,156)	(4,385)	(1,786)	(7,327)	(1,557)	(879)	(1,140)	(857)	(2,876)	(4,433)	(6,490)
Total Segment Operating Profit	\$ 78,206	\$ 70,368	\$ 74,445	\$ 223,019	\$ 79,000	\$ 84,013	\$ 84,238	\$ 72,698	\$ 240,949	\$ 319,949	\$ 273,828
FREE CASH FLOW (1)(2)											
Net cash provided by (used in) operating activities	\$ 35,175	\$ 21,305	\$ (22,961)	\$ 33,519	\$ 54,396	\$ 47,976	\$ 34,212	\$ (26,557)	\$ 55,631	\$ 110,027	\$ 83,079
Changes in other assets and liabilities	(5,952)	10,807	50,064	54,919	(29,493)	(15,190)	(1,291)	54,197	37,716	8,223	25,755
Allowance for doubtful accounts receivable	(5,169)	(1,171)	(4)	(6,344)	(1,809)	(2,459)	(2,911)	(1,636)	(7,006)	(8,815)	(2,578)
Purchases of property and equipment	(9,840)	(7,100)	(13,789)	(30,729)	(15,201)	(3,425)	(5,080)	(4,959)	(13,464)	(28,665)	(39,094)
Payments of acquisition liabilities	-	-	-	-	-	(667)	(498)	-	(1,165)	(1,165)	(13,546)
Payments of contingent acquisition liabilities	-	(10,330)	-	(10,330)	-	(779)	-	(49)	(828)	(828)	(4,592)
Free Cash Flow	\$ 14,214	\$ 13,511	\$ 13,310	\$ 41,035	\$ 7,893	\$ 25,456	\$ 24,432	\$ 20,996	\$ 70,884	\$ 78,777	\$ 49,024
LEVERAGE RATIO (1)(2)											
Adjusted EBITDA for prior twelve-month period	\$ 128,291	\$ 135,214	\$ 143,190	\$ 128,291	\$ 142,290	\$ 138,371	\$ 130,121	\$ 123,110	\$ 138,371	\$ 142,290	\$ 120,942
Bank debt	176,723	184,787	178,336	176,723	135,030	161,208	189,757	211,521	161,208	135,030	173,743
Leverage ratio	1.38	1.37	1.25	1.38	0.95	1.17	1.46	1.72	1.17	0.95	1.44
ORGANIC GROWTH (1)(2)											
Revenues Before Reimbursements	\$ 237,505	\$ 235,238	\$ 236,211	\$ 708,954		\$ 237,115	\$ 238,485	\$ 223,475	\$ 699,075		
Pro forma acquisition adjustment	-	-	-	-		5,015	5,086	5,496	16,130		
Currency impact	488	1,581	1,812	3,869		-	-	-	-		
Pro forma RBR	\$ 237,993	\$ 236,819	\$ 238,023	\$ 712,823		\$ 242,130	\$ 243,571	\$ 228,971	\$ 715,205		
Y/Y Organic growth rate	-1.7%	-2.8%	4.0%	-0.3%		N/A	N/A	N/A	N/A		

NON-GAAP FINANCIAL MEASURES RECONCILIATIONS PAGE 2 OF 2
ADJUSTED NET INCOME AND ADJUSTED EARNINGS PER SHARE (1)(2)

	2017			2017	2016				2016	2016	2015
	Q3	Q2	Q1	YTD September	Q4	Q3	Q2	Q1	YTD September	Full Year	Full Year
All numbers in thousands except per share data											
Shares used in computing adjusted per diluted share data	48,017	48,696	48,969	48,561	48,618	48,763	48,841	49,031	48,878	48,813	49,224
Severance expense	\$ 1,156	\$ 4,385	\$ 1,786	\$ 7,327	\$ 1,557	\$ 879	\$ 1,140	\$ 857	\$ 2,876	\$ 4,433	\$ 6,490
Income tax benefit (7)	(449)	(1,730)	(656)	(2,835)	(594)	(288)	(430)	(310)	(1,028)	(1,622)	(2,247)
Tax-effected impact of severance expense	\$ 707	\$ 2,655	\$ 1,130	\$ 4,492	\$ 963	\$ 591	\$ 710	\$ 547	\$ 1,848	\$ 2,811	\$ 4,243
Diluted earnings per share impact of severance expense	\$ 0.01	\$ 0.05	\$ 0.02	\$ 0.09	\$ 0.02	\$ 0.01	\$ 0.01	\$ 0.01	\$ 0.04	\$ 0.06	\$ 0.09
Other operating (benefit) costs - contingent acquisition liability adjustment, net	\$ 1,014	\$ -	\$ 1,199	\$ 2,213	\$ -	\$ 480	\$ 850	\$ -	\$ 1,330	\$ 1,330	\$ (13,047)
Income tax benefit(7)(8)(9)	(407)	-	(481)	(888)	-	(193)	(341)	-	(534)	(534)	(924)
Tax-effected impact of other operating (benefit) costs - contingent acquisition liability adjustment, net	\$ 607	\$ -	\$ 718	\$ 1,325	\$ -	\$ 287	\$ 509	\$ -	\$ 796	\$ 796	\$ (13,971)
Diluted earnings per share impact of other operating (benefit) costs - contingent acquisition liability adjustment, net	\$ 0.01	\$ -	\$ 0.01	\$ 0.03	\$ -	\$ 0.01	\$ 0.01	\$ -	\$ 0.02	\$ 0.02	\$ (0.28)
Other operating (benefit) costs - office consolidation, net	\$ -	\$ -	\$ (38)	\$ (38)	\$ 368	\$ -	\$ 174	\$ -	\$ 174	\$ 542	\$ 2,766
Income tax expense (benefit)(7)	-	-	15	15	(147)	-	(70)	-	(70)	(217)	(1,119)
Tax-effected impact of other operating (benefit) costs - office consolidation, net	\$ -	\$ -	\$ (23)	\$ (23)	\$ 221	\$ -	\$ 104	\$ -	\$ 104	\$ 325	\$ 1,647
Diluted earnings per share impact of other operating (benefit) costs - office consolidation, net	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0.03
Other operating costs - loss on disposition of assets	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 283
Income tax expense(7)(10)	-	-	-	-	-	-	-	-	-	-	-
Tax-effected impact of other operating costs - loss on disposition of assets	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 283
Diluted earnings per share impact of other operating costs - loss on disposition of assets	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0.01
Other operating costs - deferred debt issuance costs write off	\$ -	\$ -	\$ 145	\$ 145	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Income tax benefit(7)	-	-	(58)	(58)	-	-	-	-	-	-	-
Tax-effected impact of other operating costs - deferred debt issuance costs write off	\$ -	\$ -	\$ 87	\$ 87	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Diluted earnings per share impact of other operating costs - deferred debt issuance costs write off	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other operating costs - other impairment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 98
Income tax benefit(7)	-	-	-	-	-	-	-	-	-	-	(40)
Tax-effected impact of other operating costs - other impairment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 58
Diluted earnings per share impact of other operating costs - other impairment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other operating costs - other costs	\$ 1,620	\$ -	\$ -	\$ 1,620	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Income tax benefit(7)	(650)	-	-	(650)	-	-	-	-	-	-	-
Tax-effected impact of other operating costs - other costs	\$ 970	\$ -	\$ -	\$ 970	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Diluted earnings per share impact of other operating costs - other costs	\$ 0.02	\$ -	\$ -	\$ 0.02	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Income	\$ 11,939	\$ 8,797	\$ 11,096	\$ 31,832	\$ 13,504	\$ 17,175	\$ 14,777	\$ 12,642	\$ 44,594	\$ 58,098	\$ 60,345
Tax-effected impact of severance expense	707	2,655	1,130	4,492	963	591	710	547	1,848	2,811	4,243
Tax-effected impact of other operating (benefit) costs - contingent acquisition liability adjustment, net	607	-	718	1,325	-	287	509	-	796	796	(13,971)
Tax-effected impact of other operating (benefit) costs - office consolidation, net	-	-	(23)	(23)	221	-	104	-	104	325	1,647
Tax-effected impact of other operating costs - loss on disposition of assets	-	-	-	-	-	-	-	-	-	-	283
Tax-effected impact of other operating costs - deferred debt issuance costs write off	-	-	87	87	-	-	-	-	-	-	-
Tax-effected impact of other operating costs - other impairment	-	-	-	-	-	-	-	-	-	-	58
Tax-effected impact of other operating costs - other costs	970	-	-	970	-	-	-	-	-	-	-
Adjusted net income	\$ 14,223	\$ 11,452	\$ 13,008	\$ 38,683	\$ 14,688	\$ 18,053	\$ 16,100	\$ 13,189	\$ 47,342	\$ 62,030	\$ 52,605
Adjusted earnings per share	\$ 0.30	\$ 0.24	\$ 0.27	\$ 0.80	\$ 0.30	\$ 0.37	\$ 0.33	\$ 0.27	\$ 0.97	\$ 1.27	\$ 1.07

***TOTALS MAY NOT SUM DUE TO ROUNDING DIFFERENCES**

(1) This supplemental information is reported on a continuing operations basis unless otherwise noted.

(2) Non-GAAP Financial Information

This supplemental information includes certain non-GAAP financial measures as defined by the Securities and Exchange Commission. All non-GAAP financial measures are presented on a continuing operations basis. Reconciliations of these non-GAAP financial measures to the most directly comparable financial measure calculated and presented in accordance with generally accepted accounting principles (GAAP) have been provided. This information should be considered as supplemental in nature and not as a substitute for, or superior to, any measure of performance prepared in accordance with GAAP. Management uses these non-GAAP financial measures in addition to GAAP financial measures to assess the Company's operations and financial results and believes they are useful indicators of operating performance and the Company's ability to generate cash flows from operations that are available for interest, debt service, taxes and capital expenditures. Investors should recognize that these non-GAAP financial measures may not be comparable to similarly-titled measures of other companies.

EBITDA, adjusted EBITDA, adjusted Net Income and adjusted Earnings Per Share

EBITDA is earnings from continuing operations before interest, taxes, depreciation and amortization. Adjusted EBITDA excludes the impact of severance expense and other operating costs (benefit). Adjusted net income and adjusted earnings per share exclude the net income and per share net income impact of discontinued operations, severance expense and other operating costs (benefit). Severance expense and other operating costs (benefit) are not considered to be non-recurring, infrequent or unusual to our business. Management believes that these non-GAAP financial measures provide investors with enhanced comparability of the Company's results of operations across periods.

Free Cash Flow

Free cash flow is calculated as net cash provided from operations excluding the change in assets and liabilities and allowance for doubtful accounts less cash payments for property and equipment and deferred acquisition liabilities. Free cash flow does not represent discretionary cash available for spending as it excludes certain contractual obligations such as debt repayment. However, management believes that it provides investors with an indicator of cash available for on-going business operations and long term value creation.

Leverage Ratio

Leverage ratio is calculated as bank debt at the end of the period divided by adjusted EBITDA for the prior twelve-month period. Management believes that leverage provides investors with an indicator of the cash flows available to repay the Company's debt obligations.

Organic Growth

Organic growth represents revenues before reimbursements adjusted to include the impact of our acquisitions as if we owned them from the beginning of each comparable period and adjusted to exclude the impact of foreign currency exchange rate fluctuations. Management believes that organic growth reflects the growth of our existing business and is, therefore, useful in analyzing the Company's financial condition and results of operations.

(3) Technology, Data & Process businesses are comprised of technology enabled professional services, including business process management services and data analytics, legal technology solutions and data services and insurance claims processing, market research and benchmarking businesses. During the six months ended June 30, 2017, 88 Technology, Data & Process FTE were transferred from our Healthcare segment to our Financial Services and Advisory Compliance segment to align the FTE with work being performed.

(4) Average FTE is our average headcount during the period adjusted for part-time status. Average FTE is further split between the following categories:

a) Client-Service FTE - combination of Consulting FTE and Technology, Data & Process FTE defined as follows:

i) Consulting FTE - individuals assigned to client services who record time to client engagements; and

ii) Technology, Data & Process FTE - individuals in businesses primarily dedicated to maintaining and delivering the services described above in note (3) and are not included in average bill rate and average utilization metrics (see note (5) and (6) below); and

b) Non-billable FTE - individuals assigned to administrative and support functions, including office services, corporate functions and certain practice support functions.

(5) Average bill rate is calculated by dividing fee revenues before certain adjustments such as discounts and markups, by the number of hours associated with the fee revenues. Fee revenues and hours billed on performance-based services and related to Technology, Data & Process FTE are excluded from average bill rate.

(6) Average utilization rate is calculated by dividing the number of hours of our Consulting FTE who recorded time to client engagements during a period by the total available working hours for these consultants during the same period (1,850 hours annually). Hours related to Technology, Data & Process FTE are excluded from average utilization rate.

(7) Effective income tax (benefit) has been determined based on specific tax jurisdiction.

(8) A portion of the deferred contingent acquisition liability adjustment for the year ended December 31, 2015 was non-taxable in nature.

(9) On May 15, 2015, we executed an Amendment to Merger Agreement with the Cymetrix Sellers, establishing a definitive amount for the obligation and eliminating the contingent aspect of the Cymetrix acquisition liability. As a result of this agreement, the company will no longer record an interest expense for imputed interest resulting from the contingent aspect of the acquisition liability. Based on this change, the company re-evaluated the need for a deferred tax liability associated with expected non-deductible imputed interest and recorded an \$826 thousand benefit to reverse the remaining tax impact in the quarter ended June 30, 2015.

(10) The loss on dispositions recorded during the quarter ended September 30, 2015 is subject to capital loss treatment in Canada. The tax benefit associated with this capital loss is subject to a full valuation allowance.