

Quarterly Industry Update

As of December 31, 2015

Industry: Management Consulting



Industry Summary

Cogent Valuation identified Management Consulting publicly traded companies, IPOs, and recent M&A transactions within the Management Consulting industry, which provides a basis for market and transaction pricing that can be used by your firm in estimating market sentiment and its impact on your firm's value. Over the last year since December 31, 2014, the median 52-week share price return of the Management Consulting industry was -12.9%. Between December 31, 2013 and December 31, 2015, the median EV/EBITDA multiple decreased from 11.7 to 10.8. However, the median price-to-earnings multiple increased from 22.6 to 22.7 over the same period.

Comparable Public Company Key Statistics

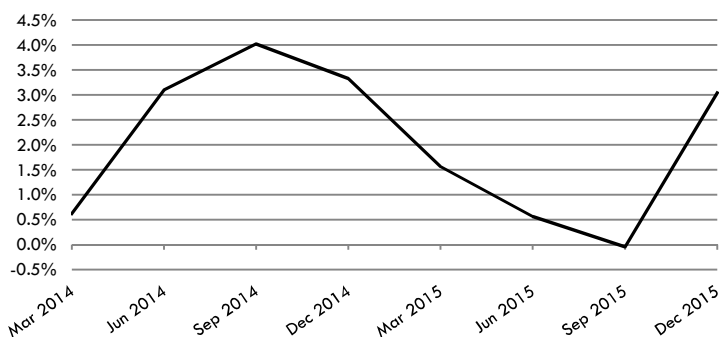
Median 52-Week Return	-12.9%	Median EV/Revenue Multiple	1.1x	Median Price/Earnings Multiple	22.7x
Median 3-Year CAGR Return	12.9%	Median EV/EBITDA Multiple	10.8x	Median EV/Gross CF Multiple	12.8x

Comparable Public Company Market Price Returns (As of December 31, 2015)

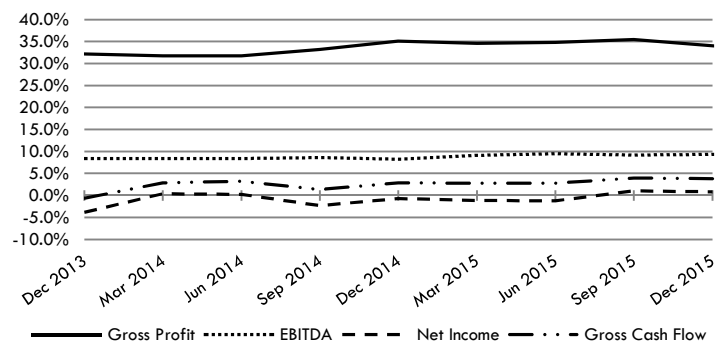
	YTD	3 Month	1 Year	2 Year	3 Year	5 Year	2015	2014	2013	2012	2011
Booz Allen Hamilton Holding Corporation	16.3%	17.7%	16.3%	26.9%	30.4%	9.7%	16.3%	38.5%	37.6%	-19.3%	-11.2%
CEB Inc.	-15.4%	-10.2%	-15.4%	-11.0%	9.0%	10.3%	-15.4%	-6.3%	63.1%	24.6%	1.5%
CRA International Inc.	-38.5%	-13.6%	-38.5%	-2.9%	-1.9%	-4.5%	-38.5%	53.1%	0.2%	-0.4%	-15.6%
Forrester Research Inc.	-27.6%	-9.4%	-27.6%	-13.7%	2.0%	-4.2%	-27.6%	2.9%	42.8%	-21.0%	-3.8%
Franklin Covey Co.	-13.5%	4.2%	-13.5%	-8.2%	9.1%	14.3%	-13.5%	-2.6%	54.1%	52.3%	-1.4%
FTI Consulting, Inc.	-10.3%	-16.5%	-10.3%	-8.2%	1.6%	-1.4%	-10.3%	-6.1%	24.7%	-22.2%	13.8%
Heidrick & Struggles International Inc.	18.1%	39.9%	18.1%	16.3%	21.3%	-1.0%	18.1%	14.4%	32.0%	-29.2%	-24.8%
Huron Consulting Group Inc.	-13.1%	-5.0%	-13.1%	-2.6%	20.8%	17.6%	-13.1%	9.1%	86.0%	-13.0%	46.5%
ICF International Inc.	-13.2%	17.0%	-13.2%	1.2%	14.9%	6.7%	-13.2%	18.1%	48.1%	-5.4%	-3.7%
MDC Partners Inc.	-12.9%	9.6%	-12.9%	-11.4%	41.3%	11.9%	-12.9%	-10.0%	259.7%	-20.5%	-21.6%
Navigant Consulting Inc.	4.5%	0.9%	4.5%	-8.5%	12.9%	11.8%	4.5%	-19.9%	72.0%	-2.2%	24.0%
PFSweb Inc.	1.7%	-9.5%	1.7%	19.1%	65.3%	26.6%	1.7%	39.6%	218.2%	-13.4%	-16.9%
The Advisory Board Company	1.3%	8.9%	1.3%	-11.7%	2.0%	15.8%	1.3%	-23.1%	36.1%	26.1%	55.8%
Median of Industry Public Companies	-12.9%	0.9%	-12.9%	-8.2%	12.9%	10.3%	-12.9%	2.9%	48.1%	-13.0%	-3.7%

(Multiple year periods are calculated as the average annual return.)

Median Quarterly Revenue Growth of All Management Consulting Companies



Median Gross Profit, EBITDA, Net Income and Gross Cash Flow Margins



Median Public Company Multiples of the Management Consulting Industry

Date:	12/31/2013	3/31/2014	6/30/2014	9/30/2014	12/31/2014	3/31/2015	6/30/2015	9/30/2015	12/31/2015
EV/Revenues Multiple	1.4x	1.3x	1.3x	1.2x	1.2x	1.1x	1.2x	1.2x	1.1x
EV/EBITDA Multiple	11.7x	10.6x	10.8x	9.3x	10.8x	11.2x	11.8x	10.4x	10.8x
Price/Earnings Multiple	22.6x	20.5x	22.4x	21.5x	21.4x	21.1x	25.9x	20.8x	22.7x
EV/Gross Cash Flows Multiple	19.9x	17.7x	16.4x	18.8x	15.8x	20.5x	21.7x	19.2x	12.8x

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The disclosures and limitations of this research on page four are an integral part of this report.

Quarterly Industry Update

As of December 31, 2015

Industry: Management Consulting



Industry Initial Public Offerings (dollars in millions, except share prices)

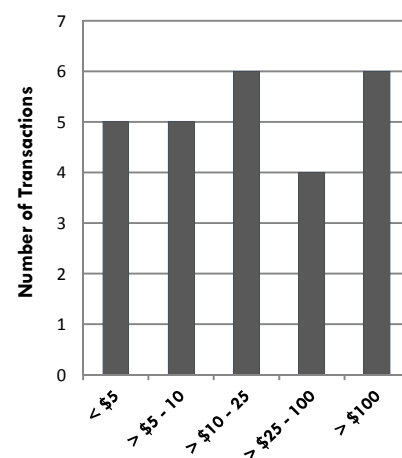
Offer Date	Company Name	Offer Price	Shares Offered	Amount Raised	Total Assets	Debt	LTM Revenues	LTM EBITDA	LTM Net Income	LTM Cash Flows
11/16/2010	Booz Allen Hamilton Holding Corporation	\$17.00	14.0	\$238.0	\$3,082.1	\$1,474.9	\$5,323.1	\$336.6	\$49.2	\$388.7
5/19/2010	ReachLocal, Inc.	\$13.00	4.2	\$54.2	\$101.5	\$0.0	\$224.0	(\$3.3)	\$10.0	(\$1.5)
5/4/2010	Charm Communications Inc.	\$9.50	7.8	\$74.2	\$142.6	\$0.0	\$106.0	\$17.6	\$15.3	\$17.9
11/20/2006	Willdan Group, Inc.	\$10.00	2.9	\$29.0	\$37.8	\$1.0	\$76.0	\$5.5	\$3.0	\$7.1
9/28/2006	ICF International Inc.	\$12.00	4.7	\$56.0	\$171.2	\$64.9	\$203.5	\$8.0	(\$0.1)	\$10.8
10/12/2004	Huron Consulting Group Inc.	\$15.50	5.0	\$77.5	\$48.9	\$10.1	\$148.2	\$17.3	\$4.4	\$21.0
7/18/2001	Accenture plc	\$14.50	115.0	\$1,667.5	\$4,929.3	\$562.4	\$11,173.3	\$3,060.4	\$1,843.2	\$3,300.5
Median of All IPOs		nm	nm	\$74.2	\$142.6	\$10.1	\$203.5	\$17.3	\$10.0	\$17.9

nm: not meaningful, N/A: not applicable

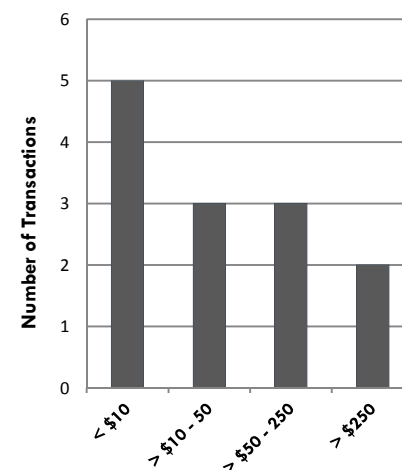
Recent Merger and Acquisition Transactions for a Majority Stake (dollars in millions)

Transaction Date	Target	Acquirer	Transaction Size	% Bought	LTM Revenues	EV/Revenues
1/4/2016	Towers Watson	Willis Group Holdings	\$8,696.4	100%	\$3,645.0	2.2x
12/31/2015	CB&I Stone & Webster	Westinghouse Electric	\$229.0	100%	N/A	N/A
11/4/2015	Horwath Consulting Services	Shiji (Hong Kong) Limited	\$10.0	75%	N/A	N/A
8/25/2015	Kerensen Consulting SAS	salesforce.com, inc.	\$24.2	100%	\$17.0	1.4x
7/28/2015	Agora Group, Inc.	Virtusa Corporation	\$7.5	100%	N/A	N/A
7/27/2015	ThinOps Resources, LLC	Code Rebel Corp	\$9.3	100%	\$1.9	4.9x
6/3/2015	Trissential, LLC	SQS Software Quality	\$30.9	100%	\$32.3	1.0x
11/27/2014	Sandra Hartog & Assc.	BTS USA, Inc.	\$6.6	100%	N/A	N/A
11/3/2014	VERTEX Incorporated	Ebix Inc.	\$29.0	100%	N/A	N/A
9/15/2014	Synapsis Soluciones	TIVIT Terceirização	\$196.9	100%	N/A	N/A
8/25/2014	Connecta AB	Acando AB (publ.)	\$81.7	100%	\$107.5	0.8x
7/8/2014	ACE International Consultants	AECOM Technology	\$14.3	100%	N/A	N/A
5/6/2014	IMG Worldwide, Inc.	Silver Lake	\$2,300.0	100%	N/A	N/A
4/30/2014	JMM Management Group, LLC	BSM Wireless Inc.	\$4.5	100%	N/A	N/A
4/28/2014	I-Cubed, Inc.	KPIT Technologies	\$24.2	100%	\$10.0	2.4x
4/10/2014	RedTree Inc.	Franklin Covey Co.	\$0.5	100%	\$1.3	0.4x
3/21/2014	American Business Change	Market Milestones, Inc.	\$0.2	88%	N/A	N/A
2/14/2014	PT Wisesa Inspirasi Nusantara	Kulim (Malaysia) Berhad	\$17.4	55%	N/A	N/A
1/31/2014	Harris Interactive Inc.	Nielsen Holdings N.V.	\$121.0	100%	\$139.7	0.8x
1/2/2014	TradeTech Consulting AB	Virtusa International B.V.	\$23.9	100%	N/A	N/A
10/1/2013	Cooper Williamson Limited	Begbies Traynor Group plc	\$4.0	100%	\$2.8	1.4x
8/6/2013	Grafton Consulting Group	OCG Consulting Ltd.	\$2.2	74%	N/A	N/A
7/31/2013	M Squared Consulting	SolomonEdwardsGroup	\$11.0	100%	\$66.1	0.2x
7/9/2013	OTM Consulting Ltd	Sagentia Group plc	\$9.6	100%	\$6.4	1.5x
3/28/2013	Amaze Limited	St Ives Marketing Services	\$37.3	100%	\$25.8	1.4x
1/29/2013	LBI International NV	Publicis Groupe SA	\$581.9	100%	\$286.7	1.9x
Median of the 26 M&A Transaction Targets			\$20.6	100%	\$25.8	1.4x

Size of M&A Transactions



LTM Revenues Reported



Definitions of Financial Terms Used in this Quarterly Industry Update:

Enterprise Value (EV): Market Value of Equity + Market Value of Debt - Cash

Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA): Profitability metric sometimes also referred to as operating profit or operating earnings.

Gross Cash Flows: Net Income + Depreciation and Amortization Expense

Latest Twelve Months (LTM): Financial information is as of the latest twelve months through the date of this Quarterly Industry Update.

Quarterly Industry Update

As of December 31, 2015

Consulting Services Aggregates



Comparable Public Company Key Statistics

Median 52-Week Return	-2.9%	Median EV/Revenue Multiple	0.9x	Median Price/Earnings Multiple	21.7x
Median Year-to-Date Return	-2.9%	Median EV/EBITDA Multiple	12.1x	Median EV/Gross CF Multiple	16.1x

Comparable Public Company Market Price Returns (As of December 31, 2015)

	YTD	3 Month	1 Year	2 Year	3 Year	5 Year	2015	2014	2013	2012	2011
AECOM	-1.1%	9.2%	-1.1%	1.0%	8.1%	1.4%	-1.1%	3.2%	23.7%	15.7%	-26.5%
Amec Foster Wheeler plc	-52.4%	-41.7%	-52.4%	-40.8%	-27.1%	-18.8%	-52.4%	-26.2%	10.6%	15.4%	-21.3%
Aon plc	-2.8%	4.1%	-2.8%	4.8%	18.4%	14.9%	-2.8%	13.0%	50.9%	18.8%	1.7%
Argan, Inc.	-3.7%	-6.6%	-3.7%	8.4%	21.6%	28.4%	-3.7%	22.1%	53.1%	18.3%	64.1%
Booz Allen Hamilton Holding Corporation	16.3%	17.7%	16.3%	26.9%	30.4%	9.7%	16.3%	38.5%	37.6%	-19.3%	-11.2%
Cartesian, Inc.	-48.3%	-9.8%	-48.3%	-10.2%	-1.3%	-3.1%	-48.3%	56.0%	19.0%	52.0%	-41.5%
CEB Inc.	-15.4%	-10.2%	-15.4%	-11.0%	9.0%	10.3%	-15.4%	-6.3%	63.1%	24.6%	1.5%
CGI Group, Inc.	4.4%	10.6%	4.4%	9.2%	20.2%	18.2%	4.4%	14.3%	45.4%	21.9%	9.2%
Cognizant Technology Solutions Corporation	14.0%	-4.1%	14.0%	9.0%	17.6%	10.4%	14.0%	4.3%	36.7%	14.9%	-12.3%
CRA International Inc.	-38.5%	-13.6%	-38.5%	-2.9%	-1.9%	-4.5%	-38.5%	53.1%	0.2%	-0.4%	-15.6%
Ecology & Environment, Inc.	12.0%	-11.8%	12.0%	-3.6%	-2.7%	-7.4%	12.0%	-17.0%	-1.1%	-31.2%	7.7%
Edgewater Technology Inc.	6.7%	9.3%	6.7%	7.0%	28.2%	27.8%	6.7%	7.4%	83.9%	37.7%	17.4%
Engility Holdings, Inc.	-24.1%	26.0%	-24.1%	-1.4%	19.0%	N/A	-24.1%	28.1%	73.4%	N/A	N/A
Exponent Inc.	21.1%	12.1%	21.1%	13.7%	21.4%	21.6%	21.1%	6.8%	38.4%	21.4%	22.5%
Forrester Research Inc.	-27.6%	-9.4%	-27.6%	-13.7%	2.0%	-4.2%	-27.6%	2.9%	42.8%	-21.0%	-3.8%
Franklin Covey Co.	-13.5%	4.2%	-13.5%	-8.2%	9.1%	14.3%	-13.5%	-2.6%	54.1%	52.3%	-1.4%
FTI Consulting, Inc.	-10.3%	-16.5%	-10.3%	-8.2%	1.6%	-1.4%	-10.3%	-6.1%	24.7%	-22.2%	13.8%
Heidrick & Struggles International Inc.	18.1%	39.9%	18.1%	16.3%	21.3%	-1.0%	18.1%	14.4%	32.0%	-29.2%	-24.8%
Hill International, Inc.	1.0%	18.3%	1.0%	-0.9%	2.0%	-9.7%	1.0%	-2.8%	7.9%	-28.8%	-20.6%
Huron Consulting Group Inc.	-13.1%	-5.0%	-13.1%	-2.6%	20.8%	17.6%	-13.1%	9.1%	86.0%	-13.0%	46.5%
ICF International Inc.	-13.2%	17.0%	-13.2%	1.2%	14.9%	6.7%	-13.2%	18.1%	48.1%	-5.4%	-3.7%
Insight Enterprises Inc.	-3.0%	-2.8%	-3.0%	5.2%	13.1%	13.8%	-3.0%	14.0%	30.7%	13.6%	16.2%
KBR, Inc.	-0.2%	1.6%	-0.2%	-27.2%	-17.3%	-11.1%	-0.2%	-46.8%	6.6%	7.4%	-8.5%
Lightbridge Corp.	-35.5%	20.5%	-35.5%	-17.0%	-10.8%	-28.5%	-35.5%	6.9%	2.8%	-30.9%	-61.9%
MDC Partners Inc.	-12.9%	9.6%	-12.9%	-11.4%	41.3%	11.9%	-12.9%	-10.0%	259.7%	-20.5%	-21.6%
MOCON Inc.	-18.2%	8.4%	-18.2%	-3.7%	0.6%	2.5%	-18.2%	13.2%	9.7%	-10.0%	23.8%
Navigant Consulting Inc.	4.5%	0.9%	4.5%	-8.5%	12.9%	11.8%	4.5%	-19.9%	72.0%	-2.2%	24.0%
NV5 Holdings, Inc.	69.1%	18.4%	69.1%	64.3%	N/A	N/A	69.1%	59.7%	N/A	N/A	N/A
PAREXEL International Corporation	22.6%	10.0%	22.6%	22.8%	32.0%	26.3%	22.6%	23.0%	52.7%	42.7%	-2.3%
Perficient Inc.	-8.1%	11.0%	-8.1%	-14.5%	13.3%	6.5%	-8.1%	-20.5%	98.8%	17.7%	-19.9%
PFSweb Inc.	1.7%	-9.5%	1.7%	19.1%	65.3%	26.6%	1.7%	39.6%	218.2%	-13.4%	-16.9%
Resources Connection Inc.	-0.7%	8.4%	-0.7%	6.8%	11.1%	-2.5%	-0.7%	14.8%	20.1%	12.7%	-43.0%
Robert Half International Inc.	-19.3%	-7.9%	-19.3%	6.0%	14.0%	9.0%	-19.3%	39.0%	32.0%	11.8%	-7.0%
Stantec Inc.	-10.3%	13.6%	-10.3%	-10.7%	7.4%	12.2%	-10.3%	-11.1%	55.5%	47.0%	-2.7%
Tetra Tech Inc.	-2.5%	7.0%	-2.5%	-3.6%	-0.6%	0.8%	-2.5%	-4.6%	5.7%	22.6%	-13.8%
The Advisory Board Company	1.3%	8.9%	1.3%	-11.7%	2.0%	15.8%	1.3%	-23.1%	36.1%	26.1%	55.8%
The Hackett Group, Inc.	82.8%	16.9%	82.8%	60.9%	55.4%	35.6%	82.8%	41.5%	45.1%	14.4%	6.6%
TRC Companies Inc.	45.9%	-21.8%	45.9%	13.8%	16.7%	21.5%	45.9%	-11.2%	22.7%	-3.2%	71.7%
TriNet Group, Inc.	-38.1%	15.2%	-38.1%	N/A	N/A	N/A	-38.1%	N/A	N/A	N/A	N/A
Willdan Group, Inc.	-37.9%	-17.4%	-37.9%	25.6%	55.7%	15.9%	-37.9%	154.0%	139.2%	-43.9%	-1.0%
Median of Industry Public Companies	-2.9%	7.7%	-2.9%	-0.9%	13.2%	10.3%	-2.9%	7.4%	38.0%	12.7%	-2.7%

(Multiple year periods are calculated as the average annual return.)

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As of December 31, 2015

Consulting Services Aggregates



Median Public Company Multiples of the Consulting Services Aggregates

Date:	12/31/2013	3/31/2014	6/30/2014	9/30/2014	12/31/2014	3/31/2015	6/30/2015	9/30/2015	12/31/2015
EV/Revenues Multiple	0.8x	0.8x	0.8x	0.8x	0.9x	1.0x	1.0x	0.9x	0.9x
EV/EBITDA Multiple	10.6x	10.0x	10.6x	10.5x	13.0x	11.6x	12.8x	10.6x	12.1x
Price/Earnings Multiple	23.1x	22.3x	23.6x	20.8x	23.2x	22.2x	23.9x	20.4x	21.7x
EV/Gross Cash Flows Multiple	15.8x	15.8x	16.3x	15.8x	15.5x	17.7x	23.7x	18.7x	16.1x

Industry Initial Public Offerings - Consulting Services Aggregates (dollars in millions, except share prices)

Offer Date	Company Name	Offer Price	Shares Offered	Amount Raised	Total Assets	Debt	LTM Revenues	LTM EBITDA	LTM Net Income	LTM Cash Flows
9/29/2015	FDB Holdings Limited	\$0.03	308.0	\$9.9	\$12.9	\$1.0	\$25.7	\$3.6	\$2.7	\$3.6
7/29/2015	Itokuro Inc.	\$15.58	2.9	\$45.5	\$15.6	\$2.2	\$26.6	\$0.0	\$3.8	\$0.0
7/9/2015	Kainos Group plc	\$2.14	38.9	\$83.1	\$58.9	\$0.0	\$90.3	\$18.3	\$14.5	\$19.1
3/26/2014	TriNet Group, Inc.	\$16.00	15.0	\$240.0	\$1,434.7	\$818.9	\$1,644.3	\$136.9	\$13.1	\$154.8
3/26/2013	NV5 Holdings, Inc.	\$6.00	1.4	\$8.4	\$32.1	\$10.7	\$60.3	\$3.4	\$0.9	\$4.3
11/16/2010	Booz Allen Hamilton Holding Corporation	\$17.00	14.0	\$238.0	\$3,082.1	\$1,474.9	\$5,323.1	\$336.6	\$49.2	\$388.7
5/19/2010	ReachLocal, Inc.	\$13.00	4.2	\$54.2	\$101.5	\$0.0	\$224.0	(\$3.3)	\$10.0	(\$1.5)
5/4/2010	Charm Communications Inc.	\$9.50	7.8	\$74.2	\$142.6	\$0.0	\$106.0	\$17.6	\$15.3	\$17.9
1/31/2007	Information Services Group, Inc.	\$8.00	28.1	\$225.0	N/A	N/A	N/A	N/A	N/A	N/A
11/20/2006	Willdan Group, Inc.	\$10.00	2.9	\$29.0	\$37.8	\$1.0	\$76.0	\$5.5	\$3.0	\$7.1
11/15/2006	KBR, Inc.	\$17.00	27.8	\$473.3	\$5,742.0	\$799.0	\$9,901.0	\$306.0	\$181.0	\$345.0
9/28/2006	ICF International Inc.	\$12.00	4.7	\$56.0	\$171.2	\$64.9	\$203.5	\$8.0	(\$0.1)	\$10.8
10/12/2004	Huron Consulting Group Inc.	\$15.50	5.0	\$77.5	\$48.9	\$10.1	\$148.2	\$17.3	\$4.4	\$21.0
11/12/2001	The Advisory Board Company	\$19.00	5.0	\$95.0	\$30.8	\$0.0	\$71.4	\$2.4	\$0.6	\$4.3
7/18/2001	Accenture plc	\$14.50	115.0	\$1,667.5	\$4,929.3	\$562.4	\$11,173.3	\$3,060.4	\$1,843.2	\$3,300.5
6/11/2001	Willis Group Holdings Public Limited Company	\$13.50	20.0	\$270.0	\$8,604.0	\$935.0	\$1,328.0	\$268.0	\$31.0	\$304.0
Median of All IPOs		nm	nm	\$80.3	\$101.5	\$10.1	\$148.2	\$17.3	\$10.0	\$17.9

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