



# INVESTOR PRESENTATION

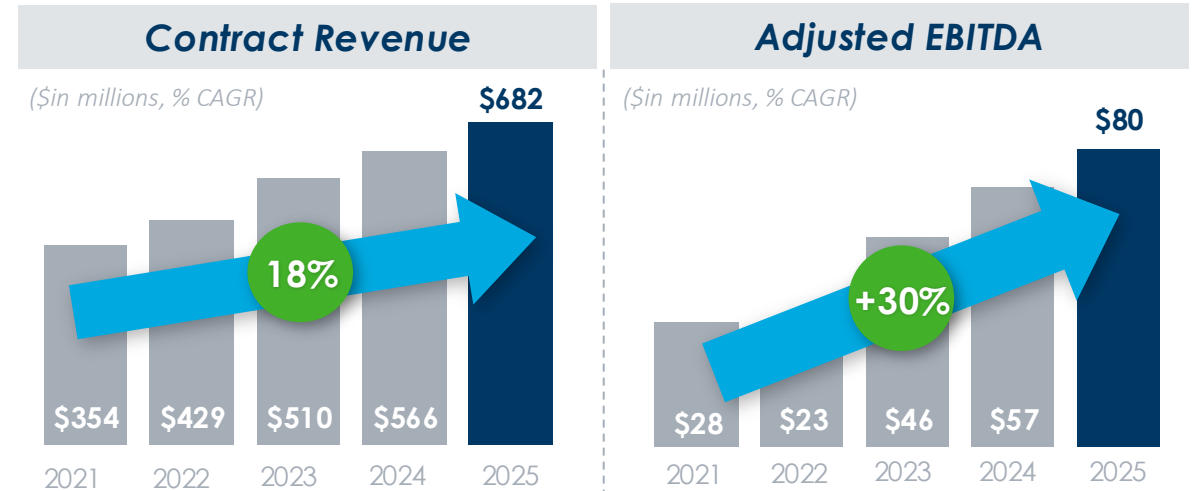
March 2026

NASDAQ: WLDN

**Safe Harbor Statement** – Statements in this presentation that are not purely historical, are forward-looking statements that involve risks and uncertainties within the meaning of the Private Securities Litigation Reform Act of 1995. Willdan’s actual results could differ materially from those in any such forward-looking statements. Willdan’s business could be affected by a number of other factors, including the risk factors listed from time to time in Willdan’s SEC reports including, but not limited to, the Annual Report on Form 10-K for the year ended January 2, 2026. Willdan disclaims any obligation, and does not undertake, to update or revise any forward-looking statements.

# Willdan Provides Energy And Infrastructure Solutions

- ❑ Grid policy, forecasting, and data analytics
- ❑ Energy efficiency & electrification program management
- ❑ Civil engineering and financial consulting services for municipalities & public agencies
- ❑ Organic growth + strategic acquisitions



**44**

STATES WITH ACTIVE PROJECTS

**1,814**

EMPLOYEES  
(as of 01/02/2026)

**58**

OFFICES IN NORTH AMERICA

# Willdan Projects Deliver Measurable Sustainable Results



Savings of 9,600 GWh, 160M therms, and 13.0M metric tons of greenhouse gas (GHG) emissions avoided



Ratio of GHG emissions avoided to generated ~156:1



Ratio of energy savings to energy consumption ~186:1

Since our 2024 Sustainability Report, we helped our customers achieve 407 GWh in electricity savings, 11.7M therms in natural gas savings, and 477,382 mtCO<sub>2</sub>e in avoided GHG emissions, which is equivalent to:



**111,352**

Gasoline-powered passenger vehicles driven for one year



**64,111**

Homes' energy use for one year



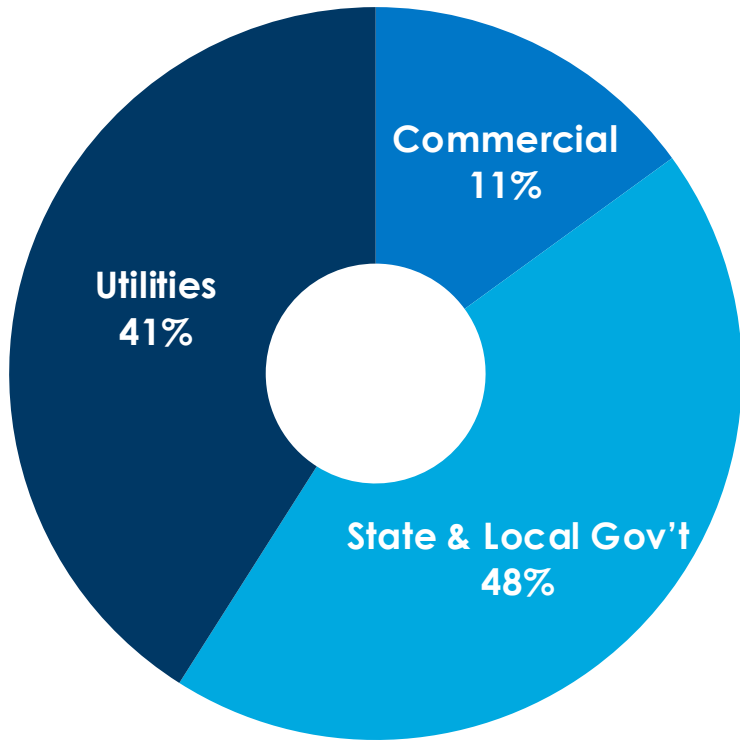
**7.9M**

Tree seedlings grown for 10 years

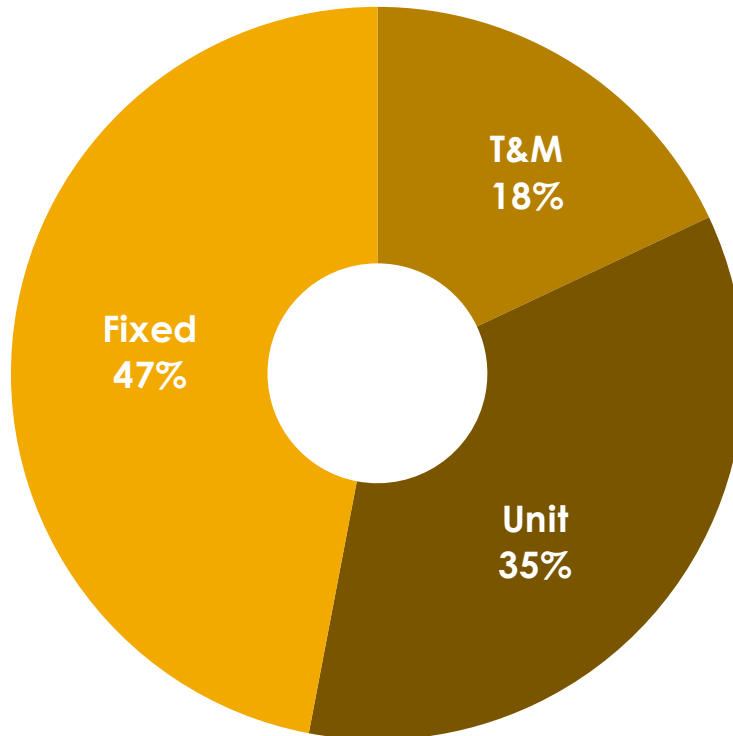
# Customer Type, Contract Mix, and Service Mix

(FY2025 Contract Revenue)

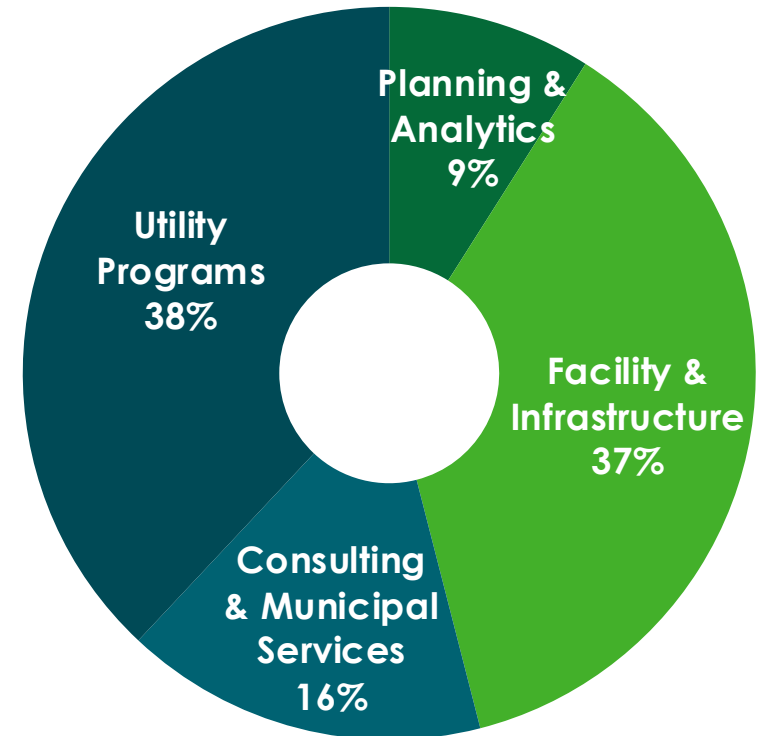
## Customer Type



## Contract Mix

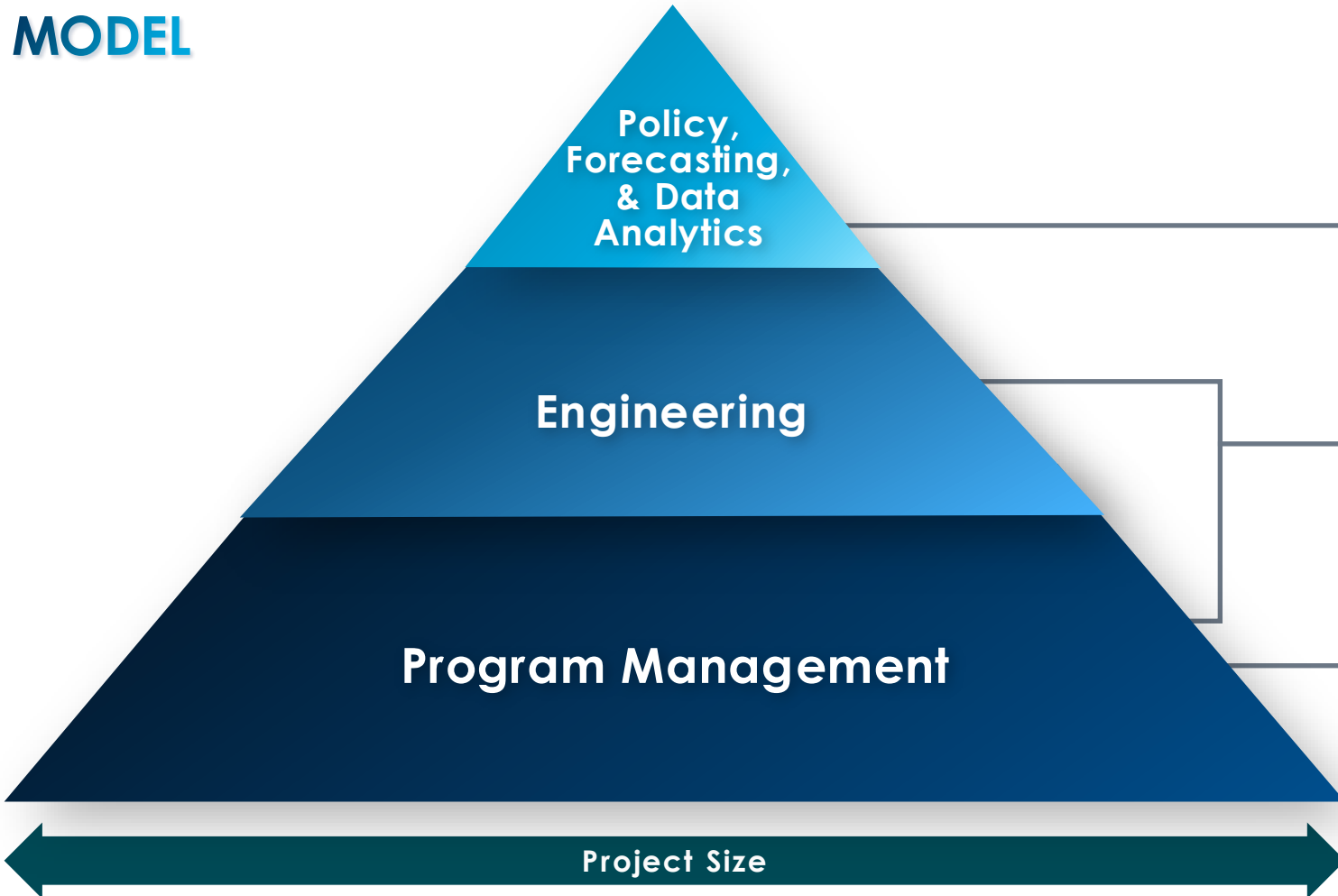


## Service Mix



# Upfront Policy Work Informs Willdan Strategy

## MODEL



## COLLABORATION EXAMPLE: *Powering Data Centers*

Hyperscaler master planning and site selection analysis

Design/build electricity supply

O&M energy optimization

# Sample Projects



- **10-15 GW** of new generation in largest data center market
- Grid Impact to both utility service providers and rate payers
- [Virginia Data Center Study](#)



- Provided strategy and guidance for the implementation of energy efficiency projects across their portfolio
- Project financing approved for utility on-bill financing



- Implementing energy efficiency program for the **largest municipal utility** in the nation
- Delivered **savings of 547 million kWh** to small businesses and low-income communities since 2013



- Implementing energy upgrades for nation's 5<sup>th</sup> largest school district
- Lighting replacements, retrofits and advanced controls in **74 schools** covering **~7.7m sqft**

# Fragmented Marketplace

## Policy & Data Analytics



## Engineering



## Program Management



## Utility Programs

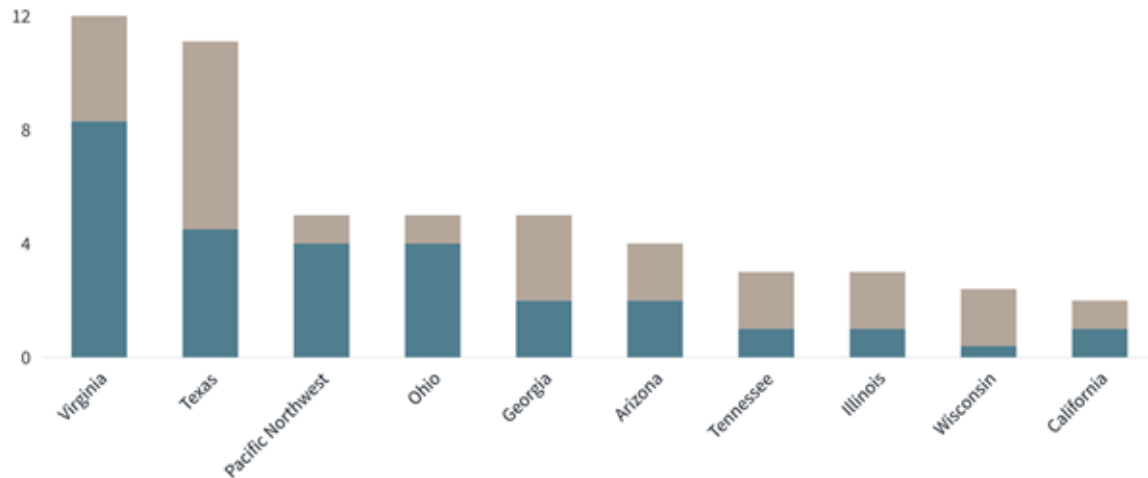


# Data Center Demand Driving Sustained Power Capex Growth

~35 GW of Data Center capacity under construction supporting durable growth through 2030

2025 year-end leased data center + hyper-owned capacity (GW)

■ Existing (GW) ■ Under construction (GW)

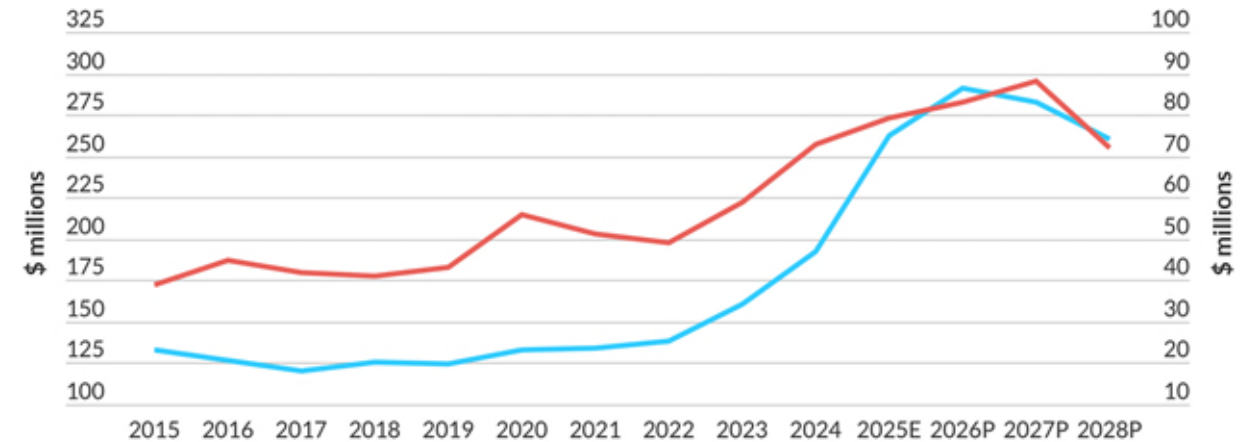


Source: JLL Research

Utilities responding: ~80% of Fitch-rated issuers expect higher capex in 2025-2028 than they spent during 2021-2024

U.S. Public Power Fitch Rated Issuers' Annual Capital Spending

● Average Annual Spending (LHS) ● Median Annual Spending (RHS)



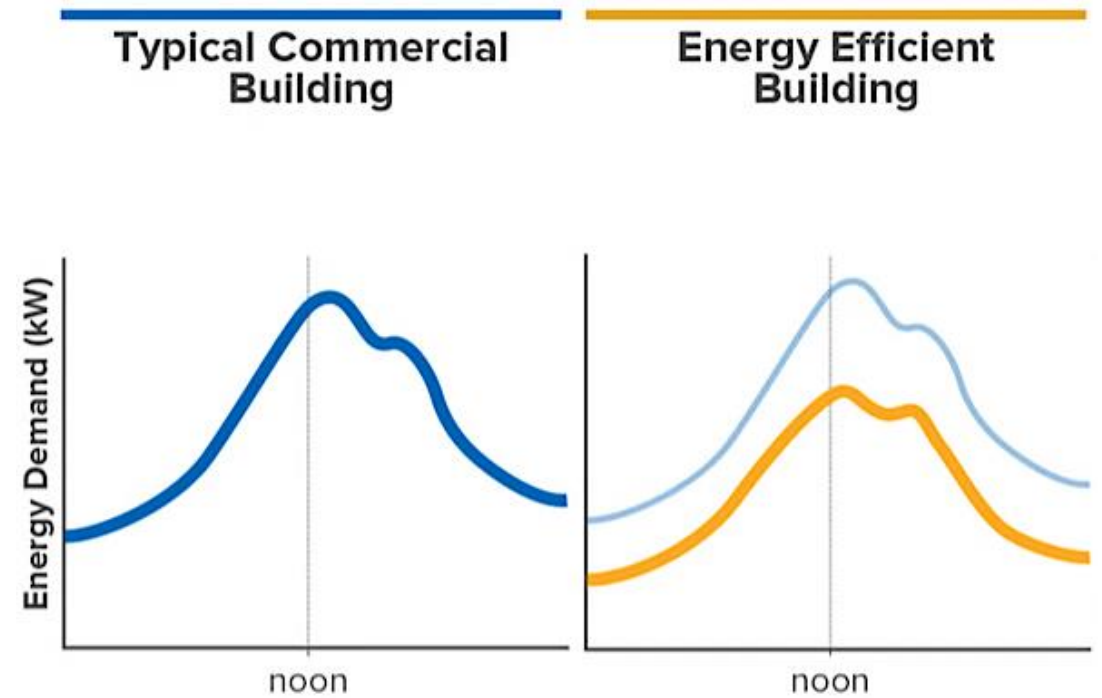
Source: Fitch Ratings

Sustained load growth and rising capex create long-term demand for grid and energy solutions

# Energy Efficiency Provides Grid Capacity

- ❑ Capacity-driven and locational efficiency programs
- ❑ Regulatory emphasis on affordability
- ❑ Accelerating grid modernization
- ❑ Recognition of efficiency as a reliable resource during winter and summer peak events

*Efficiency improves load curve: decreases peak demand and provides grid capacity*



Source: RMI

# Long-Term Drivers Align With Expertise



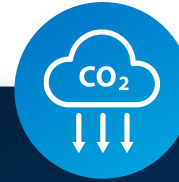
## Load Growth

Expands demand for energy planning, modeling and efficiency solutions



## Electrification

Increases design, engineering, and program delivery opportunities provides recurring, multi-year revenue streams



## GHG Reduction Mandates

Sustains consulting and implementation demand for compliance



## Infrastructure Modernization

Opens new markets in civil and electrical engineering

# Recent Acquisitions

(\$ in millions)

Metric	Enica Engineering	ALPHA	Alternative Power Generation	Compass Financial
Expertise	Technical engineering in complex buildings	Building inspection and safety	Grid interconnection solutions – from concept to concrete	Financial & strategic planning to cities, school, & water districts
Geography	Northeast	Central Florida	National	Kentucky, South Carolina
Contract Revenue	\$10M	\$4M	\$37M	\$4M
Clients	Pharmaceutical, private healthcare, higher education	Cities	Data center, commercial, and renewable developers	School districts, cities, towns and counties + special districts
Markets	Building automation solutions and operations	Municipalities	Substations for data centers and renewables, microgrids, solar/storage	Municipal bonds to fund capital projects

Expands energy services and electrical engineering with commercial customers & geographic expansion in civil engineering

# FY'25 v FY'24

(\$ in millions, except for EPS)

## Contract Revenue



## Net Revenue



## Gross Profit



## Adjusted EBITDA



## Adjusted EPS

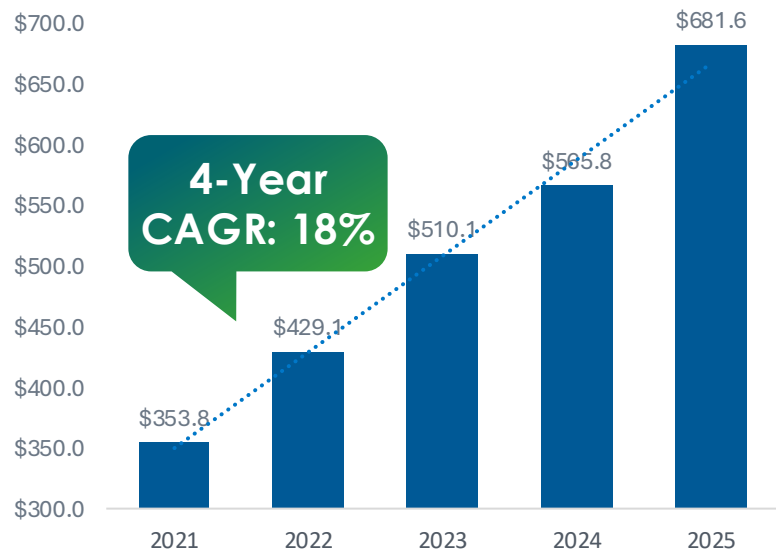


Revenue growth and margin expansion propelled strong results

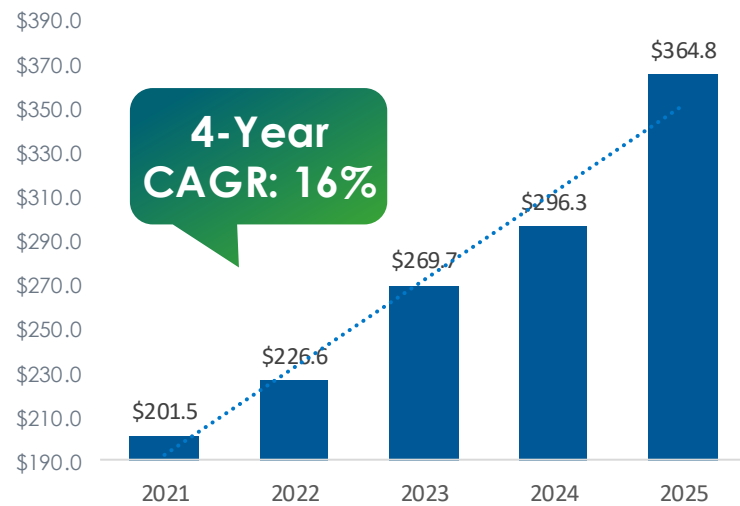
# 4-Year CAGR

(\$ in millions)

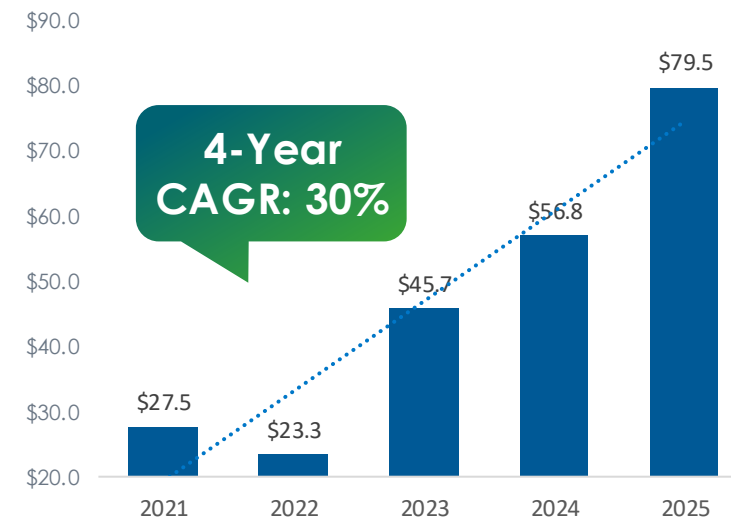
## Gross Revenue



## Net Revenue

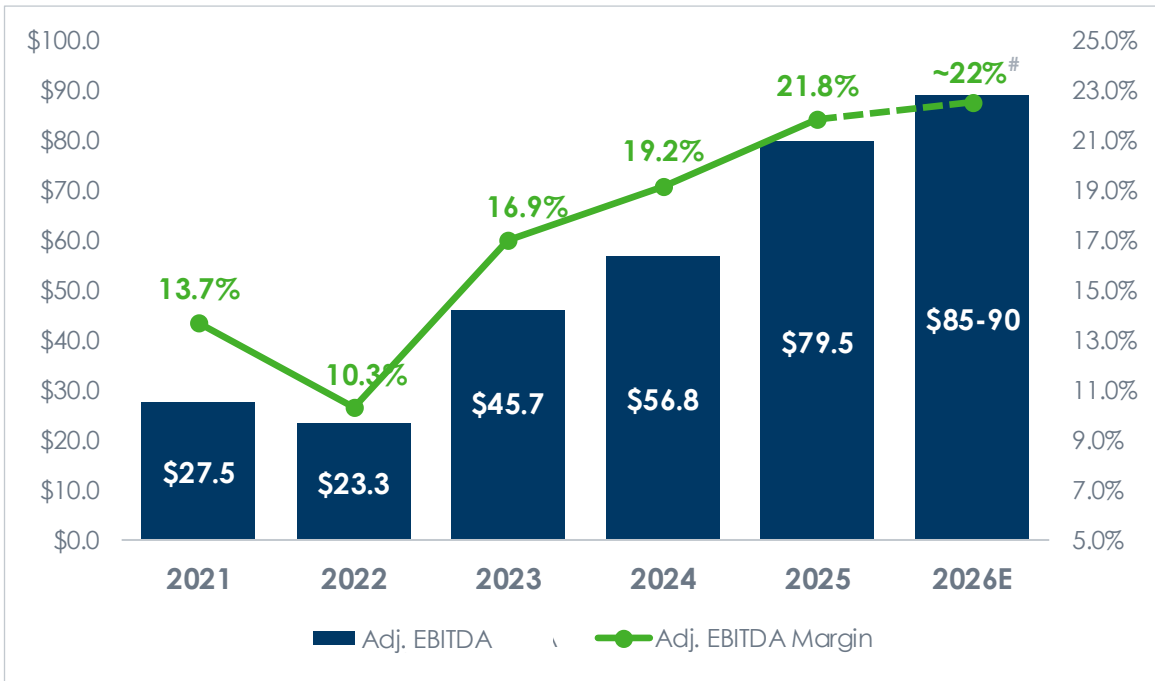


## Adj. EBITDA

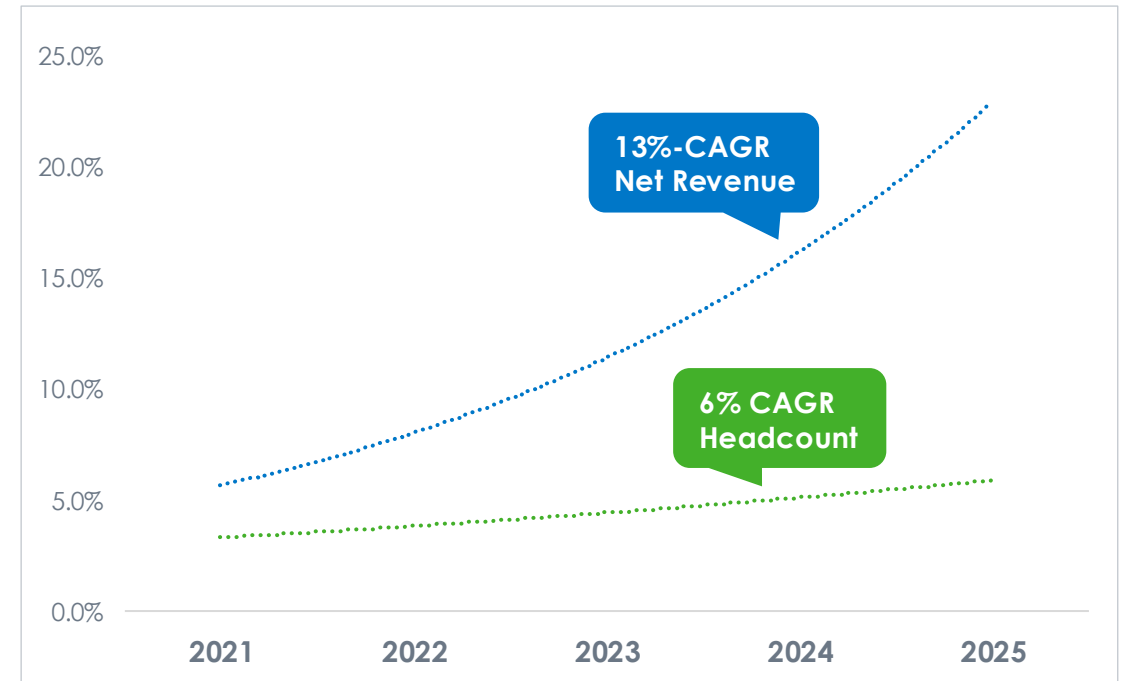


# Consistent, Disciplined Margin Expansion

Adj. EBITDA Margin Improvement



Net Revenue vs. Headcount 5-Yr CAGR



#2026E Adj. EBITDA margin is based on the mid-point of 2026 Financial Targets for Net Revenue and Adj. EBITDA.

Disciplined execution and revenue mix are supporting steady EBITDA margin improvement

# Balance Sheet & Liquidity

(\$ in millions, except for FCF/share)

## FREE CASH FLOW

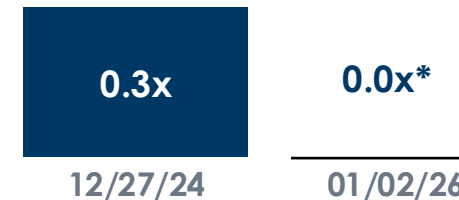
	FY'24	FY'25
Cash Flow From Operations	\$72	\$80
Less: Capital Expenditures	8	9
Free Cash Flow	<b>\$64</b>	<b>\$71</b>
Free Cash Flow per Share	<b>\$4.47</b>	<b>\$4.69</b>

## (NET DEBT) / NET CASH

	FY'24	FY'25
Cash & Equivalents	\$74	\$66
Total Debt	(90)	(49)
(Net Debt) / Net Cash	<b>(\$16)</b>	<b>\$17</b>

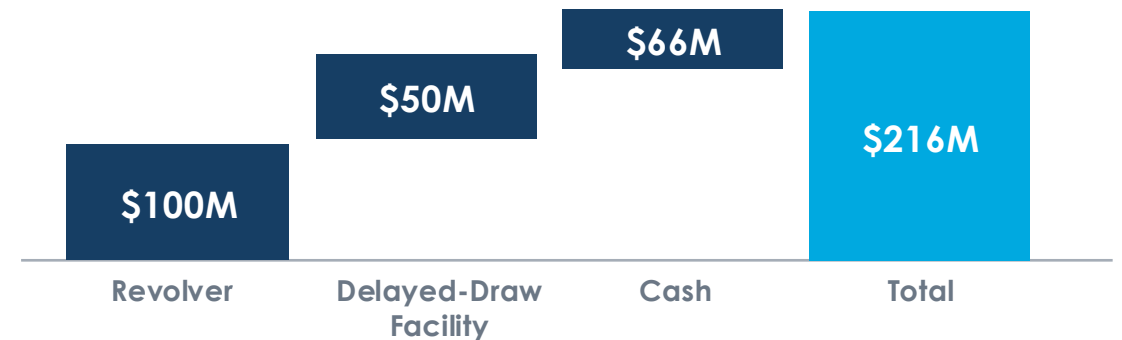
Net debt defined as total debt less cash and cash equivalents; net cash shown as a positive balance.

## NET DEBT/ADJUSTED EBITDA TTM



\* At 1/02/2026, Willdan was in a Net Cash position and therefore this metric is reported as 0.0x.

## TOTAL LIQUIDITY



Financial strength and ample liquidity enables investment in strategic growth

# 2026 Financial Targets\*

\* Financial Targets assume no future acquisitions

Financial Metric	Range <sup>^</sup>	% Δ from '25A
Net Revenue	\$390-405M	7-11%
Adjusted EBITDA	\$85-90M	7-13%
Adjusted Diluted EPS	\$4.50-4.70	(4-8%)
Full Year Effective Tax Benefit	10%	214bps
Average Diluted Common Shares	15.8M	5%

<sup>^</sup> Issued 02/26/2026 as part of Q4'25/FY'25 earnings and related conference call.

# Summary...

- ❑ **Record 2025 – continued growth and margin expansion**
- ❑ **Strong balance sheet and ample liquidity**
- ❑ **At center of growing energy and infrastructure markets**
- ❑ **Robust M&A pipeline to enhance scale and capabilities**



# Appendix

# Investor Report

(\$ in Thousands, Except Per Share Data)	2021	2022	2023	2024				2025					
	FY	FY	FY	Q1	Q2	Q3	Q4	FY	Q1 <sup>1</sup>	Q2	Q3	Q4	FY
<b>REVENUE</b>	<b>353,755</b>	<b>429,138</b>	<b>510,095</b>	<b>122,489</b>	<b>140,996</b>	<b>158,252</b>	<b>144,061</b>	<b>565,798</b>	<b>152,386</b>	<b>173,473</b>	<b>182,006</b>	<b>173,687</b>	<b>681,552</b>
Energy	286,384	357,460	426,976	100,746	117,852	134,036	120,675	473,309	126,248	146,749	154,750	148,304	576,051
Engineering and Consulting	67,371	71,678	83,119	21,743	23,144	24,216	23,386	92,489	26,138	26,724	27,256	25,383	105,501
<b>SUBCONTRACTOR SERVICES AND OTHER DIRECT COSTS</b>	<b>152,233</b>	<b>202,587</b>	<b>240,413</b>	<b>53,559</b>	<b>68,545</b>	<b>82,563</b>	<b>64,806</b>	<b>269,473</b>	<b>67,048</b>	<b>78,505</b>	<b>87,039</b>	<b>84,180</b>	<b>316,772</b>
Energy	146,269	199,465	236,603	52,654	67,556	81,805	64,077	266,092	66,080	76,794	85,536	82,821	311,231
Engineering and Consulting	5,964	3,122	3,810	905	989	758	729	3,381	968	1,711	1,503	1,359	5,541
<b>NET REVENUE<sup>1</sup></b>	<b>201,522</b>	<b>226,551</b>	<b>269,682</b>	<b>68,930</b>	<b>72,451</b>	<b>75,689</b>	<b>79,255</b>	<b>296,325</b>	<b>85,338</b>	<b>94,968</b>	<b>94,967</b>	<b>89,507</b>	<b>364,780</b>
Energy	140,115	157,995	190,373	48,092	50,296	52,231	56,598	207,217	60,168	69,955	69,214	65,483	264,820
Engineering and Consulting	61,407	68,556	79,309	20,838	22,155	23,458	22,657	89,108	25,170	25,013	25,753	24,024	99,960
<b>SALARIES AND WAGES</b>	<b>65,648</b>	<b>82,972</b>	<b>89,915</b>	<b>21,512</b>	<b>23,647</b>	<b>24,088</b>	<b>24,296</b>	<b>93,543</b>	<b>27,677</b>	<b>26,643</b>	<b>27,878</b>	<b>26,900</b>	<b>109,098</b>
Energy	38,089	52,178	54,377	12,333	13,885	14,211	14,612	55,041	16,541	16,176	17,169	17,022	66,908
Engineering and Consulting	27,559	30,794	35,538	9,179	9,762	9,877	9,684	38,502	11,136	10,467	10,709	9,878	42,190
<b>GROSS PROFIT</b>	<b>135,874</b>	<b>143,579</b>	<b>179,767</b>	<b>47,418</b>	<b>48,804</b>	<b>51,601</b>	<b>54,959</b>	<b>202,782</b>	<b>57,661</b>	<b>68,325</b>	<b>67,089</b>	<b>62,607</b>	<b>255,682</b>
Gross Margin (as % of Revenue)	38.4%	33.5%	35.2%	38.7%	34.6%	32.6%	38.1%	35.8%	37.8%	39.4%	36.9%	36.0%	37.5%
<b>GENERAL AND ADMINISTRATIVE EXPENSES</b>	<b>144,565</b>	<b>150,642</b>	<b>157,693</b>	<b>42,057</b>	<b>42,356</b>	<b>42,927</b>	<b>44,089</b>	<b>171,429</b>	<b>50,625</b>	<b>56,509</b>	<b>52,227</b>	<b>52,174</b>	<b>211,535</b>
Depreciation	5,602	6,261	6,322	1,721	1,824	1,978	2,025	7,548	1,960	2,085	2,371	2,427	8,843
Intangible Amortization	11,543	11,228	10,109	1,871	1,805	1,738	1,783	7,197	2,480	3,419	1,542	2,402	9,843
<b>OPERATING (LOSS) INCOME</b>	<b>(8,691)</b>	<b>(7,063)</b>	<b>22,074</b>	<b>5,361</b>	<b>6,448</b>	<b>8,674</b>	<b>10,870</b>	<b>31,353</b>	<b>7,036</b>	<b>11,816</b>	<b>14,862</b>	<b>10,433</b>	<b>44,147</b>
<b>NET INTEREST (EXPENSE) INCOME</b>	<b>(3,869)</b>	<b>(5,328)</b>	<b>(9,413)</b>	<b>(2,137)</b>	<b>(1,960)</b>	<b>(1,934)</b>	<b>(1,770)</b>	<b>(7,801)</b>	<b>(1,802)</b>	<b>(2,186)</b>	<b>(902)</b>	<b>(858)</b>	<b>(5,748)</b>
<b>INCOME (LOSS) BEFORE INCOME TAXES</b>	<b>(12,404)</b>	<b>(11,452)</b>	<b>14,591</b>	<b>3,928</b>	<b>5,314</b>	<b>7,503</b>	<b>9,934</b>	<b>26,679</b>	<b>5,193</b>	<b>10,181</b>	<b>14,290</b>	<b>10,330</b>	<b>39,994</b>
<b>INCOME TAX EXPENSE (BENEFIT)</b>	<b>(3,987)</b>	<b>(3,004)</b>	<b>3,665</b>	<b>986</b>	<b>720</b>	<b>157</b>	<b>2,246</b>	<b>4,109</b>	<b>506</b>	<b>(5,255)</b>	<b>569</b>	<b>(8,383)</b>	<b>(12,563)</b>
Income Tax Rate	32%	26%	25%	25%	14%	2%	23%	15%	10%	(52%)	4%	(81%)	(31%)
<b>NET (LOSS) INCOME</b>	<b>(8,417)</b>	<b>(8,448)</b>	<b>10,926</b>	<b>2,942</b>	<b>4,594</b>	<b>7,346</b>	<b>7,688</b>	<b>22,570</b>	<b>4,687</b>	<b>15,436</b>	<b>13,721</b>	<b>18,713</b>	<b>52,557</b>
<b>DILUTED EPS, as Reported</b>	<b>\$ (0.68)</b>	<b>\$ (0.65)</b>	<b>\$ 0.80</b>	<b>\$ 0.21</b>	<b>\$ 0.33</b>	<b>\$ 0.51</b>	<b>\$ 0.53</b>	<b>\$ 1.58</b>	<b>\$ 0.32</b>	<b>\$ 1.03</b>	<b>\$ 0.90</b>	<b>\$ 1.23</b>	<b>\$ 3.49</b>
<b>ADJUSTED DILUTED EPS</b>	<b>\$ 1.55</b>	<b>\$ 0.88</b>	<b>\$ 1.75</b>	<b>\$ 0.40</b>	<b>\$ 0.55</b>	<b>\$ 0.73</b>	<b>\$ 0.75</b>	<b>\$ 2.43</b>	<b>\$ 0.63</b>	<b>\$ 1.50</b>	<b>\$ 1.21</b>	<b>\$ 1.57</b>	<b>\$ 4.89</b>
DILUTED AVERAGE SHARES	12,458	13,013	13,606	13,910	14,074	14,358	14,509	14,245	14,628	14,917	15,229	15,260	15,071
<b>ADJUSTED EBITDA<sup>2</sup></b>	<b>\$ 27,526</b>	<b>\$ 23,276</b>	<b>\$ 45,695</b>	<b>\$ 11,034</b>	<b>\$ 12,844</b>	<b>\$ 15,177</b>	<b>\$ 17,696</b>	<b>\$ 56,751</b>	<b>\$ 14,442</b>	<b>\$ 21,922</b>	<b>\$ 23,140</b>	<b>\$ 20,034</b>	<b>\$ 79,538</b>
Adjusted EBITDA Margin (as % of Net Revenue)	13.7%	10.3%	16.9%	16.0%	17.7%	20.1%	22.3%	19.2%	16.9%	23.1%	24.4%	22.4%	21.8%
<b>CASH FLOW FROM OPERATIONS</b>	<b>\$ 9,804</b>	<b>\$ 9,433</b>	<b>\$ 39,214</b>	<b>\$ 26,949</b>	<b>\$ 889</b>	<b>\$ 10,773</b>	<b>\$ 33,462</b>	<b>\$ 72,073</b>	<b>\$ 3,311</b>	<b>\$ 25,413</b>	<b>\$ 12,180</b>	<b>\$ 39,180</b>	<b>\$ 80,084</b>
Net Working Capital	\$ 31,752	\$ 46,805	\$ 77,336	\$ 82,473	\$ 89,623	\$ 99,588	\$ 97,847	\$ 97,847	\$ 74,797	\$ 62,316	\$ 73,812	\$ 89,923	\$ 89,923
Day Sales Outstanding	88	97	82	81	77	79	76	76	69	70	78	77	77
Capital Expenditures	\$ 8,500	\$ 9,602	\$ 9,925	\$ 1,971	\$ 2,154	\$ 1,949	\$ 2,339	\$ 8,413	\$ 2,310	\$ 2,207	\$ 2,407	\$ 2,463	\$ 9,387
<b>FREE CASH FLOW</b>	<b>\$ 1,304</b>	<b>\$ (169)</b>	<b>\$ 29,289</b>	<b>\$ 24,978</b>	<b>\$ (1,265)</b>	<b>\$ 8,824</b>	<b>\$ 31,123</b>	<b>\$ 63,660</b>	<b>\$ 1,001</b>	<b>\$ 23,206</b>	<b>\$ 9,773</b>	<b>\$ 36,717</b>	<b>\$ 70,697</b>
Net Debt (Cash)	\$ 89,940	\$ 99,152	\$ 75,055	\$ 49,499	\$ 50,263	\$ 39,531	\$ 15,979	\$ 15,979	\$ 49,136	\$ 27,652	\$ 16,266	\$ (17,169)	\$ (17,169)
<b>Y/Y NET REVENUE GROWTH %</b>	<b>4%</b>	<b>12%</b>	<b>19%</b>	<b>12%</b>	<b>17%</b>	<b>16%</b>	<b>(2%)</b>	<b>10%</b>	<b>24%</b>	<b>31%</b>	<b>26%</b>	<b>13%</b>	<b>23%</b>
Energy	2%	13%	20%	11%	20%	17%	(7%)	9%	25%	39%	33%	16%	28%
Engineering and Consulting	7%	12%	16%	13%	11%	14%	12%	12%	21%	13%	10%	6%	12%
Organic Net Revenue Growth	4%	12%	19%	12%	17%	16%	(2%)	10%	18%	23%	20%	8%	17%
<b>REVENUE % BY CUSTOMER TYPE</b>													
Commercial	8%	8%	7%	7%	7%	6%	9%	7%	10%	11%	10%	14%	11%
Government	36%	45%	47%	46%	52%	53%	38%	47%	48%	47%	49%	48%	48%
Utilities	56%	47%	46%	47%	41%	41%	53%	46%	42%	42%	41%	38%	41%
<b>REVENUE % BY CONTRACT TYPE</b>													
Time-and-Materials	24%	20%	19%	20%	18%	16%	18%	18%	19%	18%	17%	18%	18%
Unit Based	54%	45%	42%	42%	37%	36%	44%	40%	35%	37%	36%	33%	35%
Fixed Price	22%	35%	39%	38%	45%	48%	38%	42%	45%	45%	47%	49%	47%
<b>HEADCOUNT</b> <i>(total staff as of period end)</i>	<b>1,560</b>	<b>1,491</b>	<b>1,616</b>	<b>1,610</b>	<b>1,678</b>	<b>1,725</b>	<b>1,761</b>	<b>1,761</b>	<b>1,770</b>	<b>1,745</b>	<b>1,788</b>	<b>1,814</b>	<b>1,814</b>

# Reconciliation of Contract to Net Revenue

<i>(\$ in millions)</i> <i>Note: totals may not foot due to rounding</i>	FY'23	FY'24	FY'25	Q4'24	Q4'25
<b>CONSOLIDATED</b>					
Contract Revenue	\$510.1	\$565.8	\$681.6	\$144.1	\$173.7
Subcontractor services & other direct costs	240.4	269.5	316.8	64.8	84.2
<b>Net Revenue</b>	<b>\$269.7</b>	<b>\$296.3</b>	<b>\$364.8</b>	<b>\$79.3</b>	<b>\$89.5</b>
<b>ENERGY SEGMENT</b>					
Contract Revenue	\$427.0	\$473.3	\$576.1	\$120.7	\$148.4
Subcontractor services & other direct costs	236.6	266.1	311.2	64.1	82.8
<b>Net Revenue</b>	<b>\$190.4</b>	<b>\$207.2</b>	<b>\$264.9</b>	<b>\$56.6</b>	<b>\$65.6</b>
<b>ENGINEERING &amp; CONSULTING SEGMENT</b>					
Contract Revenue	\$83.1	\$92.5	\$105.5	\$23.4	\$25.4
Subcontractor services & other direct costs	3.8	3.4	5.5	0.7	1.4
<b>Net Revenue</b>	<b>\$79.3</b>	<b>\$89.1</b>	<b>\$100.0</b>	<b>\$22.7</b>	<b>\$24.0</b>

# Reconciliation GAAP Net Income to Adjusted EPS

<i>(\$ &amp; shares in millions except per share amounts) Note: totals may not foot due to rounding</i>	<b>FY'23</b>	<b>FY'24</b>	<b>FY'25</b>	<b>Q4'24</b>	<b>Q4'25</b>
<b>Net Income</b>	<b>\$10.9</b>	<b>\$22.6</b>	<b>\$52.6</b>	<b>\$7.7</b>	<b>\$18.7</b>
<i>Stock-based Compensation, net of tax</i>	4.3	6.1	9.7	1.7	2.5
<i>Intangible Amortization, net of tax</i>	8.2	5.9	8.1	1.5	2.0
<i>Interest Accretion, net of tax</i>	-	0.1	2.5	0.1	0.8
<i>Refinancing Costs, net of tax</i>	0.4	-	0.6	-	-
<i>Transaction Costs, net of tax</i>	-	-	0.2	-	-
<b>Adjusted Net Income</b>	<b>\$23.8</b>	<b>\$34.7</b>	<b>\$73.7</b>	<b>\$10.9</b>	<b>\$24.0</b>
Diluted Weighted Avg. Shares Outstanding	13.606	14.245	15.071	14.509	15.260
Diluted EPS	\$0.80	\$1.58	\$3.49	\$0.53	\$1.23
<b>Adjusted Diluted EPS</b>	<b>\$1.75</b>	<b>\$2.43</b>	<b>\$4.89</b>	<b>\$0.75</b>	<b>\$1.57</b>
<i>Period Growth in Adjusted Diluted EPS</i>	99%	39%	101%	(6%)	109%












# Reconciliation GAAP Net Income to Adjusted EBITDA

<i>(\$ in millions)</i> <i>Note: totals may not foot due to rounding</i>	FY'23	FY'24	FY'25	Q4'24	Q4'25
<b>Net Income</b>	\$10.9	\$22.6	\$52.6	\$7.7	\$18.7
Interest Expense	9.4	7.8	5.7	1.8	0.9
Income Tax Expense (Benefit)	3.7	4.1	(12.6)	2.2	(8.4)
Stock-based Compensation	5.3	7.4	11.8	2.0	3.0
Depreciation and Amortization	16.4	14.7	18.7	3.8	4.8
Interest Accretion	-	0.2	3.1	0.2	1.0
Transaction Costs	-	-	0.2	-	-
(Gain) Loss on Sale of Equipment	(0.1)	-	-	0.0	(0.0)
<b>Adjusted EBITDA</b>	<b>\$45.7</b>	<b>\$56.8</b>	<b>\$79.5</b>	<b>\$17.7</b>	<b>\$20.0</b>
<b>Adjusted EBITDA Margin</b> <i>(as % of Net Revenue)</i>	<b>16.9%</b>	<b>24.2%</b>	<b>40.2%</b>	<b>1.4%</b>	<b>13.2%</b>

# Competitive Advantage - Software

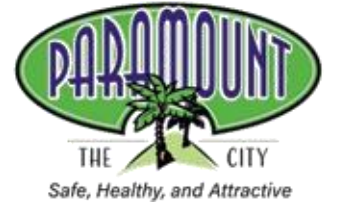
## FUNCTIONALITY / MARKET

## SOFTWARE

Building Energy Consumption Analysis	 
Load Forecasting for Power Distribution	  
Planning, Forecasting, & Data Intelligence	   
Financial	
Energy Efficiency	

# Willdan's Long Tenured Clients

(Sampling of clients)



# Project Reach and Office Network



# Definition of Terms

**NET REVENUE** – Contract Revenue less Subcontractor Services and Other Direct Costs

**ADJUSTED EBITDA** – Net Income plus Interest Expense, Income Tax Expense (Benefit), Stock-Based Compensation, Interest Accretion, Depreciation and Amortization, Gain (Loss) On Sale of Equipment, and Tax Benefit Distribution

**ADJUSTED EBITDA MARGIN** – Adjusted EBITDA divided by Net Revenue

**ADJUSTED DILUTED EPS** – Net Income plus Stock-Based Compensation, Intangible Amortization and Transaction Costs, Net of Tax, all divided by the Diluted Weighted-Average Shares Outstanding and is a non-GAAP financial measure



# INVESTOR RELATIONS

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