

CIBER, Inc.

Financial Scorecard

Quarter Ended September 30, 2008

In thousands, except for Billing Rate & Headcount

	Sequential Quarters				Quarter over Quarter				Year over Year			
	Q2 '08		Q3 '08		Q3 '07		Q3 '08		9 mos. 9/30/07		9 mos. 9/30/08	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
Revenue By Division												
U.S. Commerical Division*	101,672	32.0	99,797	33.3	91,687	34.5	99,797	33.3	274,221	34.6	296,359	32.5
Europe Division*	115,988	36.5	105,406	35.1	76,326	28.7	105,406	35.1	223,769	28.3	321,145	35.2
State & Local Government Division	36,943	11.6	35,034	11.7	34,050	12.8	35,034	11.7	104,970	13.3	109,999	12.1
Federal Division	33,252	10.5	31,387	10.5	34,150	12.9	31,387	10.5	102,302	12.9	96,672	10.6
Enterprise Solutions Division	31,542	9.9	30,069	10.0	30,968	11.7	30,069	10.0	89,612	11.3	93,071	10.2
Corporate & Eliminations	(1,818)	(0.6)	(1,727)	(0.6)	(1,444)	(0.5)	(1,727)	(0.6)	(3,409)	(0.4)	(5,237)	(0.6)
Revenue	317,579	100.0	299,966	100.0	265,737	100.0	299,966	100.0	791,465	100.0	912,009	100.0
Operating Income by Division/Company Total Net Income	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
U.S. Commerical Division*	9,156	9.0	9,725	9.7	6,891	7.5	9,725	9.7	21,913	8.0	28,261	9.5
Europe Division*	9,948	8.6	7,342	7.0	5,119	6.7	7,342	7.0	13,091	5.9	23,722	7.4
State & Local Government Division	3,726	10.1	3,123	8.9	2,584	7.6	3,123	8.9	9,787	9.3	10,059	9.1
Federal Division	2,957	8.9	2,762	8.8	3,017	8.8	2,762	8.8	8,845	8.6	7,152	7.4
Enterprise Solutions Division	197	0.6	(1,738)	(5.8)	3,090	10.0	(1,738)	(5.8)	8,771	9.8	106	0.1
Corporate & Eliminations	(6,927)	(2.2)	(6,397)	(2.1)	(5,398)	(2.0)	(6,397)	(2.1)	(16,930)	(2.1)	(18,952)	(2.1)
EBITDA	19,057	6.0	14,817	4.9	15,303	5.8	14,817	4.9	45,477	5.7	50,348	5.5
Amortization Expense	1,648	0.5	1,604	0.5	1,456	0.5	1,604	0.5	4,256	0.5	4,823	0.5
Operating Income	17,409	5.5	13,213	4.4	13,847	5.2	13,213	4.4	41,221	5.2	45,525	5.0
Other Expense - net	(2,902)	(0.9)	(1,904)	(0.6)	(2,147)	(0.8)	(1,904)	(0.6)	(6,257)	(0.8)	(7,942)	(0.9)
Income Before Taxes	14,508	4.6	11,309	3.8	11,700	4.4	11,309	3.8	34,964	4.4	37,583	4.1
Provision for Income Taxes	5,580	1.8	3,432	1.1	4,234	1.6	3,432	1.1	13,085	1.7	13,601	1.5
Net Income	8,928	2.8	7,877	2.6	7,466	2.8	7,877	2.6	21,879	2.8	23,982	2.6
Average Billable Headcount	7,445		7,420		7,170		7,420		7,165		7,405	
Utilization	90.1%		86.3%		84.1%		86.3%		84.7%		88.2%	
Average Hourly Bill Rates	\$89.17		\$89.02		\$82.98		\$89.02		\$82.09		\$88.15	

*U.S. Commerical Division includes India's results; Europe Division includes Eastern Asia