

In thousands, except for Billing Rate & Headcount

Revenue By Division	Sequential Quarters				Quarter over Quarter				Year over Year			
	Q2 '09		Q3 '09		Q3 '08		Q3 '09		9 mos. 9/30/08		9 mos. 9/30/09	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
Custom Solutions*	114,092	43.8	107,981	42.1	134,831	44.9	107,981	42.1	406,358	44.6	340,403	43.9
Europe *	85,282	32.7	89,720	35.0	105,406	35.1	89,720	35.0	321,145	35.2	258,302	33.3
Federal Government	29,931	11.5	29,157	11.4	31,387	10.5	29,157	11.4	96,672	10.6	87,877	11.3
U.S. ERP	32,309	12.4	31,262	12.2	30,069	10.0	31,262	12.2	93,071	10.2	92,928	12.0
Corporate & Eliminations	(1,010)	(0.4)	(1,753)	(0.7)	(1,727)	(0.6)	(1,753)	(0.7)	(5,237)	(0.6)	(4,064)	(0.5)
Revenue	260,604	100.0	256,367	100.0	299,966	100.0	256,367	100.0	912,009	100.0	775,446	100.0
Operating Income by Division/Company Total Net Income	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
Custom Solutions*	7,525	6.6	6,968	6.5	13,522	10.0	6,968	6.5	40,258	9.9	22,634	6.6
Europe *	4,346	5.1	4,832	5.4	7,342	7.0	4,832	5.4	23,722	7.4	13,209	5.1
Federal Government	1,533	5.1	1,486	5.1	2,762	8.8	1,486	5.1	7,152	7.4	4,804	5.5
U.S. ERP	2,668	8.3	2,864	9.2	(1,738)	(5.8)	2,864	9.2	106	0.1	6,428	6.9
Corporate & Eliminations	(7,147)	(2.7)	(7,610)	(3.0)	(7,071)	(2.4)	(7,610)	(3.0)	(20,890)	(2.3)	(21,186)	(2.7)
EBITA	8,925	3.4	8,540	3.3	14,817	4.9	8,540	3.3	50,348	5.5	25,889	3.3
Amortization Expense	1,457	0.6	1,506	0.6	1,604	0.5	1,506	0.6	4,823	0.5	4,371	0.6
Operating Income	7,468	2.9	7,034	2.7	13,213	4.4	7,034	2.7	45,525	5.0	21,518	2.8
Other Expense - net	(553)	(0.2)	(2,074)	(0.8)	(2,778)	(0.9)	(2,074)	(0.8)	(11,510)	(1.3)	(2,930)	(0.4)
Income Before Taxes	6,915	2.7	4,960	1.9	10,435	3.5	4,960	1.9	34,015	3.7	18,588	2.4
Provision for Income Taxes	2,206	0.8	1,401	0.5	3,003	1.0	1,401	0.5	11,844	1.3	6,023	0.8
Consolidated Net Income	4,709	1.8	3,559	1.4	7,432	2.5	3,559	1.4	22,171	2.4	12,565	1.6
Less: Net Income - noncontrolling interest	53	0.0	54	0.0	197	0.1	54	0.0	824	0.1	139	0.0
Net Income attributable to CIBER, Inc.	4,656	1.8	3,505	1.4	7,235	2.4	3,505	1.4	21,347	2.3	12,426	1.6
Average Billable Headcount	7,150		7,005		7,420		7,005		7,405		7,135	
Utilization	86.9%		85.9%		86.3%		85.9%		88.2%		86.6%	
Average Hourly Bill Rates	\$82.70		\$83.16		\$89.02		\$83.16		\$88.15		\$82.79	

*Custom Solutions Division includes India's results; Europe Division includes Eastern Asia.