



Fourth Quarter
Financial Report

December 31, 2004



COMPANY OVERVIEW

CIBER, Inc. and its subsidiaries provide information technology (IT) system integration consulting and other services and to a lesser extent, resell certain hardware and software products. Our clients consist primarily of Fortune 500 and middle market companies across most major industries and governmental agencies. We operate from more than 80 offices across the United States, Canada, Europe, and Asia. As of December 31, 2004, we had approximately 8,100 employees in 17 countries.

We began operations in 1974 to assist companies in need of computer programming support. In the mid-1980s, we initiated a growth strategy that included expanding our range of computer-related services, developing a professional sales force and selectively acquiring established complementary companies. We continue to expand and modify our service offerings to address changes in customer demands and rapidly changing technology. In addition, we look to form strategic alliances with select package software and hardware vendors to stay at the leading edge of technology advances, to develop new business and to generate additional revenue.

Our principal executive offices are located at 5251 DTC Parkway, Suite 1400, Greenwood Village, CO, 80111. Our Internet address is www.ciber.com. CIBER is traded on the New York Stock Exchange with the market symbol: CBR.

CIBER currently has three reportable segments, Custom Solutions, Package Solutions and CIBER Europe. The Custom Solutions segment primarily includes our CIBER custom branch offices. Our Package Solutions segment is comprised of our CIBER Enterprise Solutions Division. CIBER Europe is comprised of CIBER Solution Partners, as well as our ECSOft, Ascent and Novasoft acquisitions.

CIBER Custom Solutions

Our CIBER custom branch operations provide IT project solutions and IT staffing in custom developed software environments. Each branch office has local leadership, sales, recruiting and delivery capabilities. Our branch office network is integral to our business strategy. Through the branch office network, we can (1) offer a broad range of consulting services on a local basis, (2) respond to changing market demands for IT services through a variety of contacts in many industries and geographic areas and (3) maintain a quality professional staff because of our nationwide reputation and our training programs. Our strategy is to leverage our long-standing staffing relationships to win strategic consulting and/or project solutions and systems integration business.

The migration toward a more solutions-based business model has resulted from our efforts to (1) create significant thought leadership in leading technologies through our National Practices, (2) establish a consultative sales methodology that enhances our ability to identify, pursue and close solutions-based business, and (3) improve our solutions delivery capability by continuing to refine our project management and delivery methodology. Our National Practices, which support the local sales and delivery functions, include: Enterprise Application Integration,



Business Intelligence, Internet Solutions, Infrastructure and Security, Wireless Integration, Outsourcing, and Managed Services.

While ~66% of our operations are directed at commercial clientele, ~34% of our operations have a focus on state and federal government organizations. Our State Government Practice has a number of specialty focus areas, including: health and human services; public health; law and justice, and motor vehicles, among others. Our Federal Government Practice initiatives include: defense/aerospace; outsourcing; human resource and financial management systems; and strategy and enterprise services.

CIBER Package Solutions

Our CIBER Enterprise Solutions Division (CES) provides consulting services to support software from enterprise solutions vendors including Oracle, PeopleSoft, SAP, Lawson, as well as several Supply Chain Management (SCM) products. CES's Technology Solutions Practice helps clients select, configure and design IT platform-related solutions and is an authorized reseller of selected hardware and software products from IBM, Hewlett-Packard, Sun Microsystems and Intermecc.

CES is an Oracle Certified Advantage Partner, a PeopleSoft Certified Consulting Partner as well as an SAP Services Partner. CES has vertical expertise in healthcare, higher education, public sector, telecommunications and manufacturing, among others.

CIBER Europe

CIBER Europe, a combination of Novasoft, Ecosoft, Ascent and CIBER Solution Partners provides a broad range of business and technical consulting services including, application development, package implementation, systems integration and support services. CIBER Europe has operations in the United Kingdom, Scandinavia, the Netherlands, Germany, Spain, and smaller operations in the Czech Republic and Austria. With the addition of Novasoft, CIBER Europe also has start-up operations in China and Singapore. CIBER Europe helps customers exploit advances in information technology to gain increased competitive advantage and create new business opportunities.

Operating Results Analysis
Quarter Ended December 31, 2004

In thousands, except for Billing Rate & Employees

	Sequential Quarters				Quarter over Quarter				Year over Year			
	Q3 '04		Q4 '04		Q4 '03		Q4 '04		12 mos. 12/31/03		12 mos. 12/31/04	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
Company Total												
Consulting Services	\$ 209,897	95.65	\$ 226,043	96.09	\$ 161,664	96.57	\$ 226,043	96.09	\$ 663,973	95.95	\$ 809,162	95.98
Other Revenue	9,554	4.35	9,194	3.91	5,734	3.43	9,194	3.91	28,014	4.05	33,859	4.02
Total Revenue	219,451	100.00	235,237	100.00	167,398	100.00	235,237	100.00	691,987	100.00	843,021	100.00
Gross Profit-Services	57,773	27.52	58,740	25.99	42,304	26.17	58,740	25.99	185,645	27.96	219,765	27.16
Gross Profit-Other	4,464	46.73	4,027	43.80	1,575	27.46	4,027	43.80	7,645	27.29	12,409	36.65
Total Gross Profit	62,237	28.36	62,768	26.68	43,879	26.21	62,768	26.68	193,290	27.93	232,174	27.54
Selling, General & Administrative Expenses	46,696	21.28	48,089	20.44	37,550	22.43	48,089	20.44	158,163	22.86	176,692	20.96
Other Charges	-	0.00	-	0.00	-	0.00	-	0.00	-	0.00	-	0.00
Operating Income before amortization expense	15,541	7.08	14,679	6.24	6,329	3.78	14,679	6.24	35,127	5.08	55,482	6.58
Amortization Expense	1,223	0.56	1,375	0.58	641	0.38	1,375	0.58	2,664	0.38	4,214	0.50
Other Income (Expense)	(1,109)	(0.51)	(1,895)	(0.81)	(162)	(0.10)	(1,895)	(0.81)	(1,028)	(0.15)	(3,873)	(0.46)
Income Before Taxes	13,209	6.02	11,409	4.85	5,526	3.30	11,409	4.85	31,435	4.54	47,395	5.62
Provision for Income Taxes	4,854	2.21	3,958	1.68	1,348	0.80	3,958	1.68	11,451	1.65	17,694	2.10
Net Income	8,355	3.81	7,451	3.17	4,178	2.50	7,451	3.17	19,984	2.89	29,701	3.52
Performance Metrics												
Quarter Ending Billable Headcount	7,050		7,160		4,985		7,160		4,985		7,160	
Avg. Billable Headcount	6,700		7,140		5,045		7,140		5,055		6,455	
Overhead Employees	950		950		705		950		705		950	
Average Billing Rate	\$70.73		\$73.54		\$71.55		\$73.54		\$72.41		\$71.27	
Utilization	89.0%		87.1%		85.8%		87.1%		88.8%		89.6%	
Corporate/Intersegment Eliminations												
Total Revenue	\$ (506)	(0.23)	\$ (318)	(0.14)	\$ (678)	(0.40)	\$ (318)	(0.14)	\$ (2,294)	(0.33)	\$ (2,450)	(0.29)
Total Gross Profit	(255)	(0.12)	(54)	(0.02)	(640)	(0.38)	(54)	(0.02)	(743)	(0.11)	(42)	(0.00)
Selling, General & Administrative Expenses	5,217	2.38	4,393	1.87	4,775	2.85	4,393	1.87	22,146	3.20	19,219	2.28
Other Charges	-	0.00	-	0.00	-	0.00	-	0.00	-	0.00	-	0.00
Operating Income before amortization expense	(5,472)	(2.49)	(4,447)	(1.89)	(5,415)	(3.23)	(4,447)	(1.89)	(22,888)	(3.31)	(19,261)	(2.28)
Commercial Solutions Segment												
Consulting Services	\$ 84,809	97.94	\$ 84,090	97.75	\$ 78,267	97.09	\$ 84,090	97.75	\$ 339,371	97.23	\$ 331,795	97.87
Other Revenue	1,781	2.06	1,933	2.25	2,348	2.91	1,933	2.25	9,656	2.77	7,213	2.13
Total Revenue	86,591	100.00	86,023	100.00	80,615	100.00	86,023	100.00	349,027	100.00	339,008	100.00
Gross Profit-Services	22,992	27.11	21,563	25.64	18,335	23.43	21,563	25.64	86,827	25.58	87,814	26.47
Gross Profit-Other	157	8.84	247	12.79	296	12.60	247	12.79	1,151	11.92	739	10.24
Total Gross Profit	23,150	26.73	21,810	25.35	18,631	23.11	21,810	25.35	87,979	25.21	88,554	26.12
Selling, General & Administrative Expenses	15,118	17.46	14,682	17.07	14,108	17.50	14,682	17.07	60,522	17.34	60,425	17.82
Operating Income	8,032	9.28	7,128	8.29	4,523	5.61	7,128	8.29	27,456	7.87	28,129	8.30
Performance Metrics												
Quarter Ending Billable Headcount	2,865		2,820		2,830		2,820		2,830		2,820	
Avg. Billable Headcount	2,825		2,825		2,875		2,825		2,870		2,720	
Overhead Employees	455		450		465		450		465		450	
Average Billing Rate	\$60.69		\$60.53		\$60.92		\$60.53		\$62.11		\$61.10	
Utilization	94.6%		92.1%		88.9%		92.1%		93.0%		94.2%	
Public Sector Operations												
Consulting Services	\$ 72,428	97.97	\$ 72,856	98.81	\$ 42,493	97.05	\$ 72,856	98.81	\$ 166,740	95.31	\$ 270,403	97.38
Other Revenue	1,498	2.03	880	1.19	1,290	2.95	880	1.19	8,205	4.69	7,267	2.62
Total Revenue	73,926	100.00	73,736	100.00	43,783	100.00	73,736	100.00	174,944	100.00	277,671	100.00
Gross Profit-Services	19,043	26.29	16,895	23.19	11,703	27.54	16,895	23.19	46,929	28.15	69,218	25.60
Gross Profit-Other	321	21.40	76	8.67	193	14.96	76	8.67	851	10.37	1,045	14.38
Total Gross Profit	19,364	26.19	16,971	23.02	11,896	27.17	16,971	23.02	47,780	27.31	70,265	25.31
Selling, General & Administrative Expenses	10,851	14.68	10,795	14.64	7,186	16.41	10,795	14.64	28,458	16.27	40,691	14.65
Operating Income	8,512	11.51	6,176	8.38	4,710	10.76	6,176	8.38	19,321	11.04	29,574	10.65
Performance Metrics												
Quarter Ending Billable Headcount	2,755		2,880		1,270		2,880		1,270		2,880	
Avg. Billable Headcount	2,725		2,845		1,270		2,845		1,270		2,620	
Overhead Employees	175		175		85		175		85		175	
Average Billing Rate	\$56.92		\$57.02		\$70.05		\$57.02		\$71.05		\$57.46	
Utilization	92.1%		88.9%		90.1%		88.9%		92.3%		92.6%	

In thousands, except for Billing Rate & Employees

	Sequential Quarters			
	Q3 '04		Q4 '04	
	Amount	%	Amount	%
Package Solutions Segment				
Consulting Services	\$ 20,109	89.94	\$ 18,224	83.17
Other Revenue	2,249	10.06	3,687	16.83
Total Revenue	22,359	100.00	21,911	100.00
Gross Profit-Services	6,350	31.58	5,612	30.80
Gross Profit-Other	1,033	45.93	2,053	55.69
Total Gross Profit	7,383	33.02	7,666	34.99
Selling, General & Administrative Expenses	5,360	23.97	4,735	21.61
Operating Income	2,023	9.05	2,931	13.38
Performance Metrics				
Quarter Ending Billable Headcount	370		365	
Avg. Billable Headcount	375		370	
Overhead Employees	70		70	
Average Billing Rate	\$143.55		\$147.33	
Utilization	75.1%		68.5%	

	Quarter over Quarter			
	Q4 '03		Q4 '04	
	Amount	%	Amount	%
Consulting Services	\$ 19,049	90.42	\$ 18,224	83.17
Other Revenue	2,018	9.58	3,687	16.83
Total Revenue	21,067	100.00	21,911	100.00
Gross Profit-Services	5,548	29.13	5,612	30.80
Gross Profit-Other	989	49.03	2,053	55.69
Total Gross Profit	6,538	31.03	7,666	34.99
Selling, General & Administrative Expenses	5,534	26.27	4,735	21.61
Operating Income	1,004	4.77	2,931	13.38
Quarter Ending Billable Headcount	390		365	
Avg. Billable Headcount	390		370	
Overhead Employees	75		70	
Average Billing Rate	\$144.54		\$147.33	
Utilization	70.5%		68.5%	

	Year over Year			
	12 mos. 12/31/03		12 mos. 12/31/04	
	Amount	%	Amount	%
Consulting Services	\$ 84,379	89.96	\$ 77,943	88.57
Other Revenue	9,422	10.04	10,059	11.43
Total Revenue	93,801	100.00	88,002	100.00
Gross Profit-Services	28,707	34.02	23,324	29.92
Gross Profit-Other	5,230	55.51	5,384	53.52
Total Gross Profit	33,937	36.18	28,708	32.62
Selling, General & Administrative Expenses	25,070	26.73	20,733	23.56
Operating Income	8,867	9.45	7,974	9.06
Quarter Ending Billable Headcount	390		365	
Avg. Billable Headcount	415		375	
Overhead Employees	75		70	
Average Billing Rate	\$147.42		\$145.35	
Utilization	74.6%		72.0%	

	Sequential Quarters			
	Q3 '04		Q4 '04	
	Amount	%	Amount	%
Europe Segment				
Consulting Services	\$ 33,055	89.14	\$ 51,193	95.00
Other Revenue	4,026	10.86	2,693	5.00
Total Revenue	37,081	100.00	53,886	100.00
Gross Profit-Services	9,643	29.17	14,725	28.76
Gross Profit-Other	2,953	73.35	1,651	61.33
Total Gross Profit	12,596	33.97	16,377	30.39
Selling, General & Administrative Expenses	10,150	27.37	13,485	25.03
Operating Income	2,446	6.60	2,891	5.37
Performance Metrics				
Quarter Ending Billable Headcount	1,060		1,095	
Avg. Billable Headcount	775		1,100	
Overhead Employees	250		255	
Average Billing Rate	\$122.24		\$123.43	
Utilization	64.4%		70.8%	

	Quarter over Quarter			
	Q4 '03		Q4 '04	
	Amount	%	Amount	%
Consulting Services	\$ 22,533	99.65	\$ 51,193	95.00
Other Revenue	78	0.35	2,693	5.00
Total Revenue	22,611	100.00	53,886	100.00
Gross Profit-Services	7,355	32.64	14,725	28.76
Gross Profit-Other	99	125.64	1,651	61.33
Total Gross Profit	7,454	32.97	16,377	30.39
Selling, General & Administrative Expenses	5,947	26.30	13,485	25.03
Operating Income	1,507	6.67	2,891	5.37
Quarter Ending Billable Headcount	495		1,095	
Avg. Billable Headcount	510		1,100	
Overhead Employees	80		255	
Average Billing Rate	\$105.74		\$123.43	
Utilization	67.2%		70.8%	

	Year over Year			
	12 mos. 12/31/03		12 mos. 12/31/04	
	Amount	%	Amount	%
Consulting Services	\$ 75,777	99.04	\$ 131,471	93.38
Other Revenue	732	0.96	9,319	6.62
Total Revenue	76,509	100.00	140,790	100.00
Gross Profit-Services	23,929	31.58	39,452	30.01
Gross Profit-Other	413	56.41	5,240	56.23
Total Gross Profit	24,341	31.82	44,692	31.74
Selling, General & Administrative Expenses	21,968	28.71	35,625	25.30
Operating Income	2,373	3.10	9,067	6.44
Quarter Ending Billable Headcount	495		1,095	
Avg. Billable Headcount	500		740	
Overhead Employees	80		255	
Average Billing Rate	\$103.44		\$120.91	
Utilization	68.5%		68.7%	



FORWARD LOOKING STATEMENT

Except for the historical information and discussions contained herein, statements contained in this report may constitute "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. These statements involve a number of risks, uncertainties and other factors that could cause actual results to differ materially, as discussed in the company's filings with the Securities and Exchange Commission. CIBER and the CIBER logo are trademarks or registered trademarks of CIBER, Inc.