

CIBER, Inc.

Operating Results Scorecard

Quarter Ended December 31, 2007

In thousands, except for Billing Rate & Headcount

	Sequential Quarters			
	Q3 '07		Q4 '07	
	Amount	%	Amount	%
Revenue By Division				
Commerical Solutions*	90,589	34.1	90,263	31.1
State & Local Government Solutions	35,148	13.2	36,447	12.5
Package Solutions	30,968	11.7	34,395	11.8
Federal Government Solutions	34,150	12.9	34,965	12.0
Europe*	76,326	28.7	96,118	33.1
Corporate & Eliminations	(1,444)	(0.5)	(1,679)	(0.6)
Revenue	265,737	100.0	290,510	100.0

Operating Income by Division/Company Total Net Income	Amount		%	
	Q3 '07	Q4 '07	Q3 '07	Q4 '07
Commerical Solutions*	6,991	7,221	7.7	8.0
State & Local Government Solutions	2,484	2,456	7.1	6.7
Package Solutions	3,090	2,590	10.0	7.5
Federal Government Solutions	3,017	2,189	8.8	6.3
Europe*	5,119	6,362	6.7	6.6
Corporate & Eliminations	(5,397)	(5,953)	(2.0)	(2.0)
EBITA	15,303	14,863	5.8	5.1
Amortization Expense	1,456	1,564	0.5	0.5
Operating Income	13,847	13,299	5.2	4.6
Other Expense - net	(2,147)	(2,689)	(0.8)	(0.9)
Income Before Taxes	11,700	10,610	4.4	3.7
Provision for Income Taxes	4,234	3,463	1.6	1.2
Net Income	7,466	7,147	2.8	2.5

Average Billable Headcount	7,170	7,375
Utilization	84.1%	83.7%
Average Hourly Bill Rates	\$82.98	\$85.86

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

** External**

Quarter over Quarter			
Q4 '06		Q4 '07	
Amount	%	Amount	%
89,441	34.7	90,263	31.1
35,221	13.7	36,447	12.5
27,609	10.7	34,395	11.8
35,508	13.8	34,965	12.0
70,190	27.3	96,118	33.1
(461)	(0.2)	(1,679)	(0.6)
257,508	100.0	290,510	100.0

Amount		%	
Q4 '06	Q4 '07	Q4 '06	Q4 '07
6,577	7,221	7.4	8.0
2,733	2,456	7.8	6.7
1,236	2,590	4.5	7.5
3,626	2,189	10.2	6.3
4,262	6,362	6.1	6.6
(4,811)	(5,953)	(1.9)	(2.0)
13,623	14,863	5.3	5.1
1,400	1,564	0.5	0.5
12,223	13,299	4.7	4.6
(1,412)	(2,689)	(0.5)	(0.9)
10,811	10,610	4.2	3.7
3,350	3,463	1.3	1.2
7,461	7,147	2.9	2.5

7,290	7,375
84.3%	83.7%
\$79.81	\$85.86

Year over Year			
12 mos. 12/31/06		12 mos. 12/31/07	
Amount	%	Amount	%
356,534	35.8	361,977	33.4
141,143	14.2	143,925	13.3
115,107	11.6	124,007	11.5
141,286	14.2	137,268	12.7
244,262	24.5	319,886	29.6
(2,495)	(0.3)	(5,088)	(0.5)
995,837	100.0	1,081,975	100.0

Amount		%	
12 mos. 12/31/06	12 mos. 12/31/07	12 mos. 12/31/06	12 mos. 12/31/07
24,782	29,234	7.0	8.1
11,657	12,142	8.3	8.4
8,266	11,361	7.2	9.2
14,024	11,031	9.9	8.0
13,087	19,455	5.4	6.1
(20,846)	(22,883)	(2.1)	(2.1)
50,970	60,340	5.1	5.6
5,930	5,820	0.6	0.5
45,040	54,520	4.5	5.0
(6,934)	(8,946)	(0.7)	(0.8)
38,106	45,574	3.8	4.2
13,371	16,548	1.3	1.5
24,735	29,026	2.5	2.7

7,180	7,220
85.1%	84.4%
\$79.47	\$83.06