

# CIBER, Inc.

## Financial Scorecard

Quarter Ended December 31, 2008

*In thousands, except for Billing Rate & Headcount*

	Sequential Quarters				Quarter over Quarter				Year over Year			
	Q3 '08		Q4 '08		Q4 '07		Q4 '08		12 mos. 12/31/07		12 mos. 12/31/08	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
<b>Revenue By Division</b>												
U.S. Commerical Division*	99,797	33.3	92,730	33.2	91,333	31.4	92,730	33.2	365,555	33.8	389,089	32.6
Europe Division*	105,406	35.1	96,142	34.4	96,118	33.1	96,142	34.4	319,886	29.6	417,287	35.0
State & Local Government Division	35,034	11.7	32,288	11.5	35,377	12.2	32,288	11.5	140,347	13.0	142,287	11.9
Federal Division	31,387	10.5	30,719	11.0	34,965	12.0	30,719	11.0	137,268	12.7	127,391	10.7
Enterprise Solutions Division	30,069	10.0	29,173	10.4	34,395	11.8	29,173	10.4	124,007	11.5	122,244	10.3
Corporate & Eliminations	(1,727)	(0.6)	(1,494)	(0.5)	(1,679)	(0.6)	(1,494)	(0.5)	(5,088)	(0.5)	(6,731)	(0.6)
<b>Revenue</b>	<b>299,966</b>	<b>100.0</b>	<b>279,558</b>	<b>100.0</b>	<b>290,510</b>	<b>100.0</b>	<b>279,558</b>	<b>100.0</b>	<b>1,081,975</b>	<b>100.0</b>	<b>1,191,567</b>	<b>100.0</b>
<b>Operating Income by Division/Company Total Net Income</b>	<b>Amount</b>	<b>%</b>	<b>Amount</b>	<b>%</b>	<b>Amount</b>	<b>%</b>	<b>Amount</b>	<b>%</b>	<b>Amount</b>	<b>%</b>	<b>Amount</b>	<b>%</b>
U.S. Commerical Division*	9,725	9.7	7,263	7.8	7,121	7.8	7,263	7.8	29,034	7.9	35,524	9.1
Europe Division*	7,342	7.0	6,491	6.8	6,362	6.6	6,491	6.8	19,455	6.1	30,213	7.2
State & Local Government Division	3,123	8.9	1,607	5.0	2,556	7.2	1,607	5.0	12,342	8.8	11,666	8.2
Federal Division	2,762	8.8	1,530	5.0	2,189	6.3	1,530	5.0	11,031	8.0	8,682	6.8
Enterprise Solutions Division	(1,738)	(5.8)	(592)	(2.0)	2,590	7.5	(592)	(2.0)	11,361	9.2	(486)	(0.4)
Corporate & Eliminations	(6,397)	(2.1)	(6,435)	(2.3)	(5,953)	(2.0)	(6,435)	(2.3)	(22,883)	(2.1)	(25,385)	(2.1)
<b>EBITA</b>	<b>14,817</b>	<b>4.9</b>	<b>9,864</b>	<b>3.5</b>	<b>14,863</b>	<b>5.1</b>	<b>9,864</b>	<b>3.5</b>	<b>60,340</b>	<b>5.6</b>	<b>60,212</b>	<b>5.1</b>
Amortization Expense	1,604	0.5	1,451	0.5	1,564	0.5	1,451	0.5	5,820	0.5	6,274	0.5
Operating Income	13,213	4.4	8,413	3.0	13,299	4.6	8,413	3.0	54,520	5.0	53,938	4.5
Other Expense - net	(1,904)	(0.6)	(1,912)	(0.7)	(2,689)	(0.9)	(1,912)	(0.7)	(8,946)	(0.8)	(9,854)	(0.8)
Income Before Taxes	11,309	3.8	6,501	2.3	10,610	3.7	6,501	2.3	45,574	4.2	44,084	3.7
Provision for Income Taxes	3,432	1.1	527	0.2	3,463	1.2	527	0.2	16,548	1.5	14,128	1.2
<b>Net Income</b>	<b>7,877</b>	<b>2.6</b>	<b>5,974</b>	<b>2.1</b>	<b>7,147</b>	<b>2.5</b>	<b>5,974</b>	<b>2.1</b>	<b>29,026</b>	<b>2.7</b>	<b>29,956</b>	<b>2.5</b>
<b>Average Billable Headcount</b>	<b>7,420</b>		<b>7,360</b>		<b>7,375</b>		<b>7,360</b>		<b>7,220</b>		<b>7,395</b>	
<b>Utilization</b>	<b>86.3%</b>		<b>83.7%</b>		<b>83.7%</b>		<b>83.7%</b>		<b>84.4%</b>		<b>87.0%</b>	
<b>Average Hourly Bill Rates</b>	<b>\$89.02</b>		<b>\$85.27</b>		<b>\$85.86</b>		<b>\$85.27</b>		<b>\$83.06</b>		<b>\$87.43</b>	

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