

Operating Results Scorecard

Quarter Ended December 31, 2009

In thousands, except for Billing Rate & Headcount

| | Sequential Quarters | | | | Quarter over Quarter | | | | Year over Year | | | |
|--|---------------------|-------|---------|-------|----------------------|-------|---------|-------|------------------|-------|------------------|-------|
| | Q3 '09 | | Q4 '09 | | Q4 '08 | | Q4 '09 | | 12 mos. 12/31/08 | | 12 mos. 12/31/09 | |
| <u>Revenue By Division</u> | Amount | % | Amount | % | Amount | % | Amount | % | Amount | % | Amount | % |
| Custom Solutions* | 90,731 | 35.4 | 86,069 | 32.8 | 107,687 | 38.5 | 86,069 | 32.8 | 466,208 | 39.1 | 372,168 | 35.9 |
| International * | 87,249 | 34.0 | 96,580 | 36.8 | 93,620 | 33.5 | 96,580 | 36.8 | 406,071 | 34.1 | 349,834 | 33.7 |
| IT Outsourcing | 18,881 | 7.4 | 19,428 | 7.4 | 18,249 | 6.5 | 19,428 | 7.4 | 72,453 | 6.1 | 76,341 | 7.4 |
| Federal Government | 29,157 | 11.4 | 29,736 | 11.3 | 30,719 | 11.0 | 29,736 | 11.3 | 127,391 | 10.7 | 117,613 | 11.3 |
| U.S. ERP | 32,074 | 12.5 | 31,857 | 12.1 | 29,730 | 10.6 | 31,857 | 12.1 | 122,163 | 10.3 | 126,443 | 12.2 |
| Corporate & Eliminations | (1,725) | (0.7) | (1,416) | (0.5) | (447) | (0.2) | (1,416) | (0.5) | (2,719) | (0.2) | (4,699) | (0.5) |
| Revenue | 256,367 | 100.0 | 262,254 | 100.0 | 279,558 | 100.0 | 262,254 | 100.0 | 1,191,567 | 100.0 | 1,037,700 | 100.0 |
| <u>Operating Income by Division/Company Total Net Income</u> | Amount | % | Amount | % | Amount | % | Amount | % | Amount | % | Amount | % |
| Custom Solutions* | 6,457 | 7.1 | 3,619 | 4.2 | 8,541 | 7.9 | 3,619 | 4.2 | 45,170 | 9.7 | 24,125 | 6.5 |
| International * | 5,225 | 6.0 | 6,111 | 6.3 | 7,467 | 8.0 | 6,111 | 6.3 | 30,795 | 7.6 | 20,107 | 5.8 |
| IT Outsourcing | (823) | (4.4) | (667) | (3.4) | (1,085) | (5.9) | (667) | (3.4) | (244) | (0.3) | (1,823) | (2.4) |
| Federal Government | 1,486 | 5.1 | 1,190 | 4.0 | 1,530 | 5.0 | 1,190 | 4.0 | 8,682 | 6.8 | 5,994 | 5.1 |
| U.S. ERP | 3,172 | 9.9 | 2,789 | 8.8 | (154) | (0.5) | 2,789 | 8.8 | 1,196 | 1.0 | 9,764 | 7.7 |
| Corporate & Eliminations | (6,977) | (2.7) | (5,281) | (2.0) | (6,435) | (2.3) | (5,281) | (2.0) | (25,387) | (2.1) | (24,517) | (2.4) |
| EBITA | 8,540 | 3.3 | 7,761 | 3.0 | 9,864 | 3.5 | 7,761 | 3.0 | 60,212 | 5.0 | 33,650 | 3.3 |
| Amortization Expense | 1,506 | 0.6 | 1,520 | 0.6 | 1,451 | 0.5 | 1,520 | 0.6 | 6,274 | 0.5 | 5,891 | 0.6 |
| Operating Income | 7,034 | 2.7 | 6,241 | 2.4 | 8,413 | 3.0 | 6,241 | 2.4 | 53,938 | 4.5 | 27,759 | 2.7 |
| Other Expense - net | (2,074) | (0.8) | (1,918) | (0.7) | (2,535) | (0.9) | (1,918) | (0.7) | (14,045) | (1.2) | (4,848) | (0.5) |
| Income Before Taxes | 4,960 | 1.9 | 4,323 | 1.6 | 5,878 | 2.1 | 4,323 | 1.6 | 39,893 | 3.3 | 22,911 | 2.2 |
| Provision for Income Taxes | 1,401 | 0.5 | 1,772 | 0.7 | 236 | 0.1 | 1,772 | 0.7 | 12,080 | 1.0 | 7,795 | 0.8 |
| Consolidated Net Income | 3,559 | 1.4 | 2,551 | 1.0 | 5,642 | 2.0 | 2,551 | 1.0 | 27,813 | 2.3 | 15,116 | 1.5 |
| Less: Net Income - noncontrolling interest | 54 | 0.0 | 19 | 0.0 | 105 | 0.0 | 19 | 0.0 | 929 | 0.1 | 158 | 0.0 |
| Net Income attributable to CIBER, Inc. | 3,505 | 1.4 | 2,532 | 1.0 | 5,537 | 2.0 | 2,532 | 1.0 | 26,884 | 2.3 | 14,958 | 1.4 |
| Average Billable Headcount | 7,005 | | 7,105 | | 7,360 | | 7,105 | | 7,395 | | 7,130 | |
| Utilization | 85.9% | | 85.6% | | 83.7% | | 85.6% | | 87.0% | | 86.4% | |
| Average Hourly Bill Rates | \$83.16 | | \$83.94 | | \$85.27 | | \$83.94 | | \$87.43 | | \$83.04 | |

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