UNITED STATES SECURITIES AND EXCHANGE COMMISSION

WASHINGTON, D.C. 20549

FORM 8-K

CURRENT REPORT PURSUANT TO SECTION 13 OR 15(D) OF THE SECURITIES EXCHANGE ACT OF 1934

DATE OF REPORT (DATE OF EARLIEST EVENT REPORTED): March 12, 2020

PFSweb, Inc.

(Exact name of registrant as specified in its charter)

Delaware (STATE OR OTHER JURISDICTION OF INCORPORATION) 000-28275 (COMMISSION FILE NUMBER) 75-2837058 (IRS EMPLOYER IDENTIFICATION NO.)

505 MILLENNIUM DRIVE ALLEN, TX 75013 (ADDRESS OF PRINCIPAL EXECUTIVE OFFICES)

(972) 881-2900

(REGISTRANT'S TELEPHONE NUMBER, INCLUDING AREA CODE)

N/A

(FORMER NAME OR ADDRESS, IF CHANGED SINCE LAST REPORT)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

[] Written communication pursuant to Rule 425 under the Securities Act (17 CFR 230.425)

[] Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)

[] Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))

[] Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class Trading Symbol(s)		Name of each exchange on which registered
Common stock, \$0.001 par value	PFSW	NASDAQ Capital Market

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. \Box

INFORMATION TO BE INCLUDED IN THE REPORT

ITEM 2.02. Results of Operations and Financial Condition

On March 12, 2020, PFSweb, Inc. (the "Company") issued a press release announcing its financial results for the quarter and fiscal year ended December 31, 2019. Attached as an exhibit to this current report on Form 8-K is a copy of the related press release dated March 12, 2020. This press release contains certain non-GAAP measures, including non-GAAP net income (loss), earnings before interest, income taxes, depreciation and amortization (EBITDA), adjusted EBITDA, net debt and service fee equivalent revenue. The Company believes these non-GAAP measures provide useful information to both management and investors by focusing on certain operational metrics and excluding certain expenses in order to present its core operating performance and results. These measures should be considered in addition to results prepared in accordance with GAAP, but should not be considered a substitute for, or superior to, GAAP results. The non-GAAP measures included in the press release have been reconciled to the GAAP results in the tables contained in the press release.

ITEM 7.01 Regulation FD Disclosure

On March 12, 2020, the Company issued a press release announcing its financial results for the quarter and fiscal year ended December 31, 2019. A copy of the press release is furnished as Exhibit 99.1 to this report and is incorporated herein by reference.

The information in Items 2.02 and 7.01 of this Form 8-K and the exhibit attached hereto as Exhibit 99.1 shall not be deemed "filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), or otherwise subject to the liabilities of that section, nor shall it be deemed incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Exchange Act, except as shall be expressly set forth by specific reference in such a filing.

ITEM 9.01. Financial Statements and Exhibits.

(d) *Exhibits*. The following exhibit is filed with this document:

Exhibit No.	Description
99.1	Press Release Issued March 12, 2020

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

PFSweb, Inc.

Dated: March 16, 2020

By: /s/ Thomas J. Madden

Thomas J. Madden Executive Vice President, Chief Financial Officer

PFSweb Reports Fourth Quarter and Full Year 2019 Results

Sales Momentum Across LiveArea and PFS Leads to Expected Return to Growth in 2020

Allen, TX - March 12, 2020 - PFSweb, Inc. (NASDAQ: PFSW), a global commerce services company, is reporting results for the fourth quarter and full year ended December 31, 2019.

Q4 2019 Summary vs. Q4 2018

- Total revenues were \$85.4 million compared to \$93.0 million.
- Service fee equivalent (SFE) revenue (a non-GAAP measure defined and reconciled below) was \$63.4 million compared to \$68.3 million.
- Service fee gross margin was 32.5% compared to 34.7%.
- Net income was \$1.6 million or \$0.08 per share, compared to \$3.3 million or \$0.17 per share.
- Adjusted EBITDA (a non-GAAP measure defined and reconciled below) was \$6.3 million compared to \$9.1 million.

Full Year 2019 Summary vs. Full Year 2018

- Total revenues were \$294.0 million compared to \$326.2 million.
- Service fee equivalent (SFE) revenue was \$215.8 million compared to \$232.1 million.
- Service fee gross margin was 33.9% compared to 36.3%.
- Net loss was \$2.2 million or \$(0.11) per share, compared to net income of \$1.2 million or \$0.06 per share.
- Adjusted EBITDA was \$16.2 million compared to \$24.4 million.

Management Commentary

"We continued to execute at a high level for our LiveArea and PFS clients in Q4, and we closed out 2019 with another strong quarter of new client bookings," said Mike Willoughby, CEO of PFSweb. "As we have previously stated, 2019 was a transition year as we worked to replace lost revenue from two client bankruptcies in PFS and to recover from lower bookings in LiveArea in the first half of the year. As such, during 2019 we made strategic sales and marketing investments in both segments that resulted in significant improvements in our client engagement, bookings and sales pipeline. The benefit of those investments has laid the foundation for our expected return to growth in 2020.

"In the PFS business, we renewed our focus on our core verticals in 2019, and we expanded our service offerings to begin targeting small and medium sized businesses. Both strategic initiatives enabled the strongest year of PFS bookings in company history based on estimated annual contract value. Further, we introduced multiple new products within the FaaS (Fulfillment-as-a-Service) category, including RetailConnect and CloudPick, two potentially disruptive eCommerce offerings that create a new 'asset-light' model for PFS. RetailConnect has been successfully piloted in two retail locations in Dallas and we are working to roll out the solution to clients this year. "In LiveArea, we revamped our go-to-market strategy and hired new executive leadership, sales and marketing personnel to establish a more revenue-focused team. This team has successfully rebuilt our sales pipeline by creating new services and productized offerings that differentiate LiveArea and expand our addressable market. In less than six months, our team has made tremendous progress, including record project and engagement bookings in both Q3 and Q4 2019, and LiveArea has entered 2020 on much stronger footing.

"As we emerge from our transition, we believe the improvements made over the last year across both segments have positioned us for a return to growth. We are reiterating our expectations for 2020 SFE revenue to grow in the mid-to-high single digits compared to 2019, and we continue to expect adjusted EBITDA margin expansion for the year as well."

Fourth Quarter 2019 Financial Results

Total revenues in the fourth quarter of 2019 were \$85.4 million compared to \$93.0 million in the same period of 2018. Service fee revenue in the fourth quarter was \$63.0 million compared to \$68.0 million in the fourth quarter last year. Product revenue from the company's last remaining client under this legacy business model was \$6.4 million compared to \$7.3 million in the same period of 2018.

SFE revenue was \$63.4 million compared to \$68.3 million in the year-ago quarter. The decline was primarily driven by the loss of PFS revenue related to two client bankruptcies earlier in the year and reduced system integration project activity in LiveArea, partially offset by new client wins.

Service fee gross margin in the fourth quarter of 2019 was 32.5% compared to 34.7% in the same period of 2018. The decrease was primarily due to lower gross margins applicable to PFS fulfillment and LiveArea technology services activity. Gross margins for both segments continued to be within the guidance range of 25% to 30% for the PFS segment and 40% to 50% for the LiveArea segment.

Net income in the fourth quarter of 2019 was \$1.6 million or \$0.08 per share, compared to \$3.3 million or \$0.17 per share in the same period of 2018. Net income in the fourth quarter of 2019 included \$0.8 million of stock-based compensation expense, \$0.2 million in amortization of acquisition-related intangible assets, \$0.2 million of acquisition-related, restructuring and other costs, and \$0.1 million of deferred tax expense related to goodwill amortization. This compares to \$1.0 million of stock-based compensation expense, \$0.8 million of acquisition-related intangible assets, and a \$0.1 million of acquisition-related intangible assets, and a \$0.1 million of acquisition-related intangible assets, and a \$0.1 million deferred tax credit related to goodwill amortization in the same period of 2018.

Adjusted EBITDA in the fourth quarter was \$6.3 million compared to \$9.1 million in the year-ago quarter. As a percentage of SFE revenue, adjusted EBITDA was 9.9% compared to 13.3%, with the decrease primarily due to decreased gross margins in both segments.

Non-GAAP net income (a non-GAAP measure defined and reconciled below) was \$3.0 million in the fourth quarter of 2019 compared to \$5.6 million in the fourth quarter of 2018.

At December 31, 2019, net debt (a non-GAAP measure defined as total debt, excluding operating lease liabilities, less cash and cash equivalents) was \$25.4 million compared to \$26.5 million at December 31, 2018. Cash and cash equivalents totaled \$12.4 million compared to \$15.4 million at December 31, 2019 was \$37.8 million compared to \$42.0 million at the end of last year.

2020 Outlook

PFSweb expects to report growth for each of its business units in 2020, with consolidated SFE revenue growing mid-to-high single digits compared to 2019. Coupled with an ongoing focus on costs, PFSweb also expects to improve its adjusted EBITDA margin performance in 2020.

At this time, the recent COVID-19 virus outbreak has not had a discernable impact on the company's business. Accordingly, the company has not included any impact from the outbreak into its 2020 outlook and will provide updates as appropriate when the longer term impact becomes more clear.

Conference Call

PFSweb will conduct a conference call today at 5:00 p.m. Eastern time to discuss its results for the fourth quarter and full year ended December 31, 2019.

PFSweb management will host the conference call, followed by a question and answer period.

Date: Thursday, March 12, 2020 Time: 5:00 p.m. Eastern time (2:00 p.m. Pacific time) Toll-free dial-in number: 1-888-220-8474 International dial-in number: 1-646-828-8193 Conference ID: 3000783

Please call the conference telephone number 5-10 minutes prior to the start time. An operator will register your name and organization. If you have any difficulty connecting with the conference call, please contact Gateway Investor Relations at 1-949-574-3860.

The conference call will be broadcast live and available for replay <u>here</u> and via the investor relations section of the company's website at <u>www.pfsweb.com</u>.

A replay of the conference call will be available after 8:00 p.m. Eastern time on the same day through March 26, 2020.

Toll-free replay number: 1-844-512-2921 International replay number: 1-412-317-6671 Replay ID: 3000783

About PFSweb, Inc.

PFSweb (NASDAQ:PFSW) is a global commerce services company that manages the online customer shopping experience on behalf of major branded manufacturers and retailers. Across two business units - LiveArea for strategy consulting, creative design, digital marketing, and web development services, and PFS for order fulfillment, contact center, payment processing/fraud management, and order management services - they provide solutions to a broad range of Fortune 500® companies and household brand names such as Procter & Gamble, L'Oréal USA, ASICS, PANDORA, Ralph Lauren, Shiseido, Camping World, the United States Mint, and many more. PFSweb enables these brands to provide a more convenient and brand-centric online shopping experience through both traditional and online business channels. The company is headquartered in Allen, TX with additional locations around the globe. For more information, please visit <u>www.pfsweb.com</u>.

Non-GAAP Financial Measures

This news release contains certain non-GAAP measures, including non-GAAP net income (loss), earnings before interest, income taxes, depreciation and amortization (EBITDA), adjusted EBITDA and service fee equivalent revenue.

Non-GAAP net income (loss) represents net income (loss) calculated in accordance with U.S. GAAP as adjusted for the impact of non-cash stock-based compensation expense, acquisition-related, restructuring and other costs (including certain client related bankruptcy costs), amortization of acquisition-related intangible assets and deferred tax expense for goodwill amortization.

EBITDA represents earnings (or losses) before interest, income taxes, depreciation, and amortization. Adjusted EBITDA further eliminates the effect of stock-based compensation, as well as acquisition-related, restructuring, and other costs (including certain client related bankruptcy costs).

Service fee equivalent revenue represents service fee revenue plus the gross profit earned on product revenue and does not alter existing revenue recognition.

Non-GAAP net income (loss), EBITDA, adjusted EBITDA and service fee equivalent revenue are used by management, analysts, investors and other interested parties in evaluating our operating performance compared to that of other companies in our industry. The calculation of non-GAAP net income (loss) eliminates the effect of stock-based compensation, acquisition-related, restructuring and other costs (including certain client related bankruptcy costs), amortization of acquisition-related intangible assets, and deferred tax expense for goodwill amortization, and EBITDA and adjusted EBITDA further eliminate the effect of financing, remaining income taxes and the accounting effects of capital spending, which items may vary from different companies for reasons unrelated to overall operating performance. Service fee equivalent revenue allows client contracts with similar operational support models but different financial models to be combined as if all contracts were being operated on a service fee revenue basis.

PFS believes these non-GAAP measures provide useful information to both management and investors by focusing on certain operational metrics and excluding certain expenses in order to present its core operating performance and results. These measures should be considered in addition to results prepared in accordance with GAAP, but should not be considered a substitute for, or superior to, GAAP results. The non-GAAP measures included in this press release have been reconciled to the GAAP results in the attached tables.

Forward-Looking Statements

The matters discussed herein consist of forward-looking information under the Private Securities Litigation Reform Act of 1995 and is subject to and involves risks and uncertainties, which could cause actual results to differ materially from the forward-looking information. PFS' Annual Report on Form 10-K for the year ended December 31, 2018 identifies certain factors that could cause actual results to differ materially from those projected in any forward looking statements made and investors are advised to review the Annual Report of the company and the Risk Factors described therein. PFS undertakes no obligation to update publicly any forward-looking statement for any reason, even if new information becomes available or other events occur in the future. There may be additional risks that we do not currently view as material or that are not presently known.

Company Contact: Michael C. Willoughby

Chief Executive Officer Or Thomas J. Madden Chief Financial Officer 1-972-881-2900

Investor Relations:

Sean Mansouri, CFA or Scott Liolios Gateway Investor Relations 1-949-574-3860 <u>PFSW@gatewayir.com</u>

<u>PFSweb, Inc. and Subsidiaries</u> Condensed Consolidated Balance Sheets

(In Thousands, Except Share Data)

	De	cember 31, 2019	De	cember 31, 2018
ASSETS				
CURRENT ASSETS:				
Cash and cash equivalents	s	12,434	\$	15,419
Restricted cash		214		207
Accounts receivable, net of allowance for doubtful accounts of \$1,071 and \$585 at				
December 31, 2019 and December 31, 2018, respectively		72,262		72,415
Inventories, net of reserves of \$291 and \$298 at December 31, 2019 and December 31,				
2018, respectively		3,281		6,090
Other receivables		3,324		4,014
Prepaid expenses and other current assets		6,954		6,943
Total current assets		98,469		105,088
PROPERTY AND EQUIPMENT, net		18,436		21,496
OPERATING LEASE RIGHT-OF-USE ASSETS, net		36,403		· -
IDENTIFIABLE INTANGIBLES, net		1,135		1,803
GOODWILL		45,393		45,185
OTHER ASSETS		3.772		3,501
Total assets	\$	203,608	\$	177,073
LIABILITIES AND SHAREHOLDERS' EQUITY				
CURRENT LIABILITIES:				
Trade accounts payable	S	44,640	S	47,580
Accrued expenses		21,625		24,623
Current portion of operating lease liabilities		8,904		-
Current portion of long-term debt and capital lease obligations		2,971		2,610
Deferred revenues		6,058		7,328
Total current liabilities		84,198		82,141
LONG-TERM DEBT AND CAPITAL LEASE OBLIGATIONS, less current portion		34,829		39,348
DEFERRED REVENUES, less current portion		1,398		1,927
DEFERRED RENT		· · -		4,625
OPERATING LEASE LIABILITIES		33,295		· · ·
OTHER LIABILITIES		3,046		2,449
Total liabilities		156,766		130,490
COMMITMENTS AND CONTINGENCIES				
SHAREHOLDERS' EQUITY:				
Preferred stock, \$1.00 par value; 1,000,000 shares authorized; none issued or				
outstanding		-		-
Common stock, \$0.001 par value; 35,000,000 shares authorized; 19,465,877 and				
19,294,296 issued at December 31, 2019 and December 31, 2018, respectively; and				
19,432,410 and 19,260,829 outstanding at December 31, 2019 and December 31, 2018,				
respectively		19		19
Additional paid-in capital		158,192		155,455
Accumulated deficit		(109,943)		(107,773)
Accumulated other comprehensive income		(1,301)		(993)
Treasury stock at cost, 33,467 shares		(125)		(125)
Total shareholders' equity		46,842		46,583
Total liabilities and shareholders' equity	\$	203,608	\$	177,073

<u>PFSweb, Inc. and Subsidiaries</u> Unaudited Condensed Consolidated Statements of Operations (In Thousands, Except Per Share Data)

	Three	Months Ended	Twelve Months Ended				
	De	cember 31,	December 31,				
	2019	2018	2019	2018			
REVENUES:							
Service fee revenue	\$ 63,0	10 \$ 67,965	\$ 214,382	\$ 230,484			
Product revenue, net	6,3	97 7,269	26,613	34,350			
Pass-through revenue	15,9	54 17,752	53,027	61,326			
Total revenues	85,3	92,986	294,022	326,160			
COSTS OF REVENUES:							
Cost of service fee revenue	42,5	53 44,348	141,616	146,827			
Cost of product revenue	6,04	41 6,891	25,158	32,710			
Cost of pass-through revenue	15,9	54 17,752	53,027	61,326			
Total costs of revenues	64,5	58 68,991	219,801	240,863			
Gross profit	20,8	13 23,995	74,221	85,297			
SELLING, GENERAL AND ADMINISTRATIVE EXPENSES	18,0	05 19,378	73,334	78,800			
Income from operations	2,8	4,617	887	6,497			
INTEREST EXPENSE, NET		84 697	1,896	2,499			
Income (loss) before income taxes	2,3	24 3,920	(1,009)	3,998			
INCOME TAX EXPENSE	7	22 630	1,161	2,770			
NET INCOME (LOSS)	\$ 1,6	02 \$ 3,290	\$ (2,170)	\$ 1,228			
NON-GAAP NET INCOME	\$ 2,9	55 \$ 5,573	\$ 3,946	\$ 9,769			
NET INCOME (LOSS) PER SHARE:							
Basic	\$ 0.0	8 \$ 0.17	\$ (0.11)	\$ 0.06			
Diluted	\$ 0.0	8 \$ 0.17	\$ (0.11)	\$ 0.06			
WEIGHTED AVERAGE NUMBER OF SHARES OUTSTANDING:							
Basic	19,4	35 19,262	19,449	19,203			
Diluted	19,9	12 19,811	19,449	19,826			
EBITDA	\$ 5,2	33 \$ 7,288	\$ 11,254	\$ 17,864			
ADJUSTED EBITDA	\$ 6,3	03 \$ 9,083	\$ 16,188	\$ 24,366			
			<u> </u>				

PFSweb, Inc. and Subsidiaries

Unaudited Reconciliation of Certain Non-GAAP Items to GAAP (In Thousands)

	Three Months Ended December 31,					Twelve Months Ended December 31,			
	2019		2018		2019			2018	
NET INCOME (LOSS)	s	1,602	s	3,290		(2,170)	s	1,228	
Income tax expense		722		630		1,161		2,770	
Interest expense, net		484		697		1,896		2,499	
Depreciation and amortization		2,425		2,671		10,367		11,367	
EBITDA		5,233		7,288		11,254		17,864	
Stock-based compensation		846		959		3,028		4,032	
Acquisition-related, restructuring and other costs		224		836		1,906		2,470	
ADJUSTED EBITDA	\$	6,303	\$	9,083	\$	16,188	\$	24,366	

	Three Months Ended December 31,					-		nths Ended ber 31,	
	2019		2018			2019		2018	
NET INCOME (LOSS)	s	1,602	s	3,290		(2,170)	s	1,228	
Stock-based compensation		846		959		3,028		4,032	
Amortization of acquisition-related intangible assets		167		358		668		1,556	
Acquisition-related, restructuring and other costs		224		836		1,906		2,470	
Deferred tax expense - goodwill amortization		126		130		514		483	
NON-GAAP NET INCOME	\$	2,965	\$	5,573	\$	3,946	\$	9,769	
		Three Mo	nths l	Ended		Twelve Mo	onths	Ended	
		Decem	iber 3	1,	December 31,				
		2019		2018		2019		2018	
TOTAL REVENUES	\$	85,371	s	92,986	s	294,022	s	326,160	
Pass-through revenue		(15,964)		(17,752)		(53,027)		(61,326)	
Cost of product revenue		(6,041)		(6,891)		(25,158)		(32,710)	
SERVICE FEE EQUIVALENT REVENUE	\$	63,366	\$	68,343	\$	215,837	\$	232,124	

PFSweb, Inc. and Subsidiaries

Unaudited Consolidated Segment Information and Reconciliation of Certain Non-GAAP Items to GAAP (In Thousands)

Effective January 1, 2018, the company changed its organizational structure in an effort to create more effective and efficient operations and to improve client and service focus. As a result, the company is now presenting supplemental financial data below based on the reportable operating business segments of its PFS Operations and LiveArea Professional Services units, which are comprised of strategic businesses that are defined by the types of service offerings they provide. In addition, certain costs that are not fully directly allocable to a business unit are presented as Corporate selling, general, and administrative expenses.

The segment financial data for the three and twelve months ended December 31, 2019 and 2018, reflect the financial performance for each of the segments based on the current financial presentation reviewed by the company's Chief Operating Decision Makers. The company is continuing to evaluate its segregation of costs among the business units, including an effort to further allocate certain Corporate costs into the two operating business units to enhance cost focus and responsibility.

	Three Months Ended December 31,					Twelve Months Ende December 31,			
		2019		2018		2019		2018	
PFS Operations									
Revenues:									
Service fee revenue	\$	43,559	S	47,849	S	139,490	S	148,072	
Product revenue, net		6,397		7,269		26,613		34,350	
Pass-through revenue		15,247		17,238		50,296		59,314	
Total revenues		65,203		72,356	_	216,399		241,736	
Costs of revenues:									
Cost of service fee revenue		32,084		34,015		101,108		105,155	
Cost of product revenue		6,041		6,891		25,158		32,710	
Cost of pass-through revenue		15,247		17,238		50,296		59,314	
Total costs of revenues		53,372		58,144		176,562		197,179	
Gross profit		11,831		14,212	_	39,837		44,557	
Direct operating expenses		6,668		6,892		28,292		25,611	
Direct contribution		5,163		7,320	_	11,545		18,946	
Depreciation and amortization		1,894		1,952		8,047		7,920	
Stock-based compensation		98		290		478		848	
Acquisition-related, restructuring and other costs		56		24		1,457	252		
ADJUSTED EBITDA	\$	7,211	\$	9,586	\$	21,527	\$	27,966	
					_		_		
TOTAL REVENUES	\$	65,203	\$	72,356	\$	216,399	\$	241,736	
Pass-through revenue		(15,247)		(17,238)		(50,296)		(59,314)	
Cost of product revenue		(6,041)		(6,891)		(25,158)		(32,710)	
SERVICE FEE EQUIVALENT REVENUE	\$	43,915	\$	48,227	\$	140,945	\$	149,712	

PFSweb, Inc. and Subsidiaries

Unaudited Consolidated Segment Information and Reconciliation of Certain Non-GAAP Items to GAAP

(In Thousands)

	Three Months Ended December 31,						onths Ended iber 31,		
		2019	2018			2019		2018	
LiveArea Professional Services									
Revenues:									
Service fee revenue	s	19,451	\$	20,115	\$	74,892	\$	82,413	
Pass-through revenue		717		514		2,731		2,011	
Total revenues		20,168		20,629		77,623		84,424	
Costs of revenues:									
Cost of service fee revenue		10,469		10,333		40,508		41,669	
Cost of pass-through revenue		717		514		2,731		2,011	
Total costs of revenues		11,186		10,847		43,239		43,680	
Gross profit		8,982		9,782		34,384		40,744	
Direct operating expenses		6,502		7,000		25,137		30,487	
Direct contribution		2,480		2,782		9,247		10,257	
Depreciation and amortization		271		511		1,162		2,276	
Stock-based compensation		311		165		869		634	
Acquisition-related, restructuring and other costs		139		271		250		637	
ADJUSTED EBITDA	S	3,201	\$	3,729	\$	11,528	\$	13,804	
Corporate									
Selling, general and administrative expenses	s	(4,835)	\$	(5,485)	\$	(19,905)	\$	(22,706)	
Depreciation and amortization		260		209		1,158		1,171	
EBITDA		(4,575)		(5,276)		(18,747)		(21,535)	
Stock-based compensation		437		504		1,681		2,550	
Acquisition-related, restructuring and other costs		29		541		199		1,581	
ADJUSTED EBITDA	\$	(4,109)	\$	(4,231)	\$	(16,867)	\$	(17,404)	