INC Research
4Q & Full Year 2015 Financial Results

February 25, 2016

INC Research®

Forward Looking Statements & Non-GAAP Financial Measures

Forward-Looking Statements

Except for historical information, all of the statements, expectations, and assumptions contained in this presentation, including our 2016 guidance and long-term targets, are forward-looking statements as that term is defined in the Private Securities Litigation Reform Act of 1995. Actual results might differ materially from those explicit or implicit in the forward-looking statements. Important factors that could cause actual results to differ materially include, but are not limited to: fluctuations in our financial results; our ability to maintain or generate new business awards; our backlog not being indicative of future revenues and our ability to realize the anticipated future revenue reflected in our backlog; our ability to adequately price our contracts and not overrun cost estimates; our customer or therapeutic area concentration; general and international economic, political and other risks, including currency and stock market fluctuations; our ability to increase our market share, grow our business and execute our growth strategies; and the other risk factors set forth in our Form 10-K for the year ended December 31, 2015 and other SEC filings, copies of which are available free of charge on our website at investor.incresearch.com. INC Research assumes no obligation and does not intend to update these forward-looking statements, except as required by law.

Non-GAAP Financial Measures

In addition to the financial measures prepared in accordance with GAAP, this presentation contains certain non-GAAP financial measures , including Adjusted Net Service Revenue, Adjusted Income from Operations, Adjusted Operating Margin, Adjusted Net Income (including Adjusted Diluted Earnings per Share), EBITDA, and Adjusted EBITDA. A "non-GAAP financial measure" is generally defined as a numerical measure of a company's financial performance that excludes or includes amounts so as to be different than the most directly comparable measure calculated and presented in accordance with GAAP in the statements of operations, balance sheets or statements of cash flows of the Company.

The Company defines Adjusted Net Service Revenue as net service revenue excluding the impact of higher-than-normal change order activity.

The Company defines Adjusted Income from Operations as income from operations excluding the impact of higher-than-normal revenue change order activity and certain expenses and transactions that the Company believes are not representative of its core operations, namely, management fees that terminated in connection with the Company's initial public offering, acquisition-related amortization, restructuring costs, transaction expenses, stock compensation expense, contingent consideration related to acquisitions, and asset impairment charges. The Company defines Adjusted Operating Margin as adjusted income from operations as a percentage of adjusted net service revenue.

The Company defines Adjusted Net Income (including Adjusted Diluted Earnings per Share) as net income (including diluted earnings per share) excluding debt refinancing expenses, loss on extinguishment of debt, other (income) expense and the items excluded from adjusted income from operations mentioned previously. After giving effect to these items and other unusual tax impacts during the period, the Company has also included an adjustment to its income tax rate to reflect the expected long-term income tax rate.

EBITDA represents earnings before interest, taxes, depreciation and amortization. The Company defines Adjusted EBITDA as EBITDA excluding the impact of higher-than-normal revenue change order activity and certain expenses and transactions that the Company believes are not representative of its core operations, namely, management fees that terminated in connection with its initial public offering, restructuring costs, transaction expenses, stock compensation expense, contingent consideration related to acquisitions, asset impairment charges, debt refinancing expenses, loss on extinguishment of debt, and other (income) expense. The Company presents EBITDA and Adjusted EBITDA because it believes they are useful metrics for investors as they are commonly used by investors, analysts and debt holders to measure the Company's ability to service its debt obligations, fund capital expenditures and meet working capital requirements.

Each of the non-GAAP measures noted above are used by management and the Board to evaluate the Company's core operating results as they exclude certain items whose fluctuations from period to period do not necessarily correspond to changes in the core operations of the business. Adjusted Net Service Revenue, Adjusted Income from Operations, Adjusted Operating Margin, and Adjusted Net Income (including Adjusted Diluted Earnings per Share) are used by management and the Board to assess the Company's business. The Company believes these measures are also used by investors and analysts to measure the Company's performance.

Non-GAAP measures have limitations in that they do not reflect all of the amounts associated with the Company's results of operations as determined in accordance with GAAP. Also, other companies might calculate these measures differently. Investors are encouraged to review the reconciliations of the non-GAAP financial measures to their most directly comparable GAAP measures included on slides 17-22 in the appendix of this presentation.

4Q & Full Year 2015 Highlights
Key Operating Metrics

$M (except per share data)	Fourth Quarter			Full Year			Normalized[2]	
	2014	2015	% Change	2014	2015	% Change	2015	% Change
Net New Business Awards[1]	316.3	297.4	(6.0%)	949.8	1,176.5	23.9%	1,176.5	23.9%
Book-to-Bill	1.5 x	1.2 x		1.2 x	1.3 x		1.3 x	
Book-to-Bill (TTM)	1.2 x	1.3 x		1.2 x	1.3 x		1.3 x	
Adjusted Net Service Revenue	213.7	241.4	12.9%	800.7	914.7	14.2%	914.7	14.2%
Adjusted Income from Operations[2]	35.3	52.0	47.1%	123.7	203.2	64.3%	195.5	58.1%
Adjusted EBITDA[2]	40.3	56.6	40.3%	145.3	221.4	52.4%	213.7	47.1%
Adjusted Net Income[2]	15.2	31.4	106.1%	44.6	120.2	169.2%	115.2	158.1%
Adjusted Diluted EPS[2] ($)	0.26	0.54	107.7%	0.83	2.00	141.0%	1.92	131.3%

$M	Dec 31 2014	Dec 31 2015	% Change
Backlog[3]	1,589	1,813	14.1%

1. During the second quarter of 2014, net new business awards were negatively impacted by $132M as a result of a cancellation of interrelated programs related to scientific concerns the customer had with the viability of the compound under development. This cancellation reduced net awards by $85M for the full year 2014.
2. These financial results have also been normalized to remove the impact of certain one-time benefits realized in the first and third quarters of 2015. For a detailed reconciliation of these normalized results, please refer to slide 16 in the appendix of this presentation.
3. Backlog was negatively impacted by $9M and $38M due to foreign currency fluctuations for the three and twelve months ended December 31, 2015, respectively.

For a complete reconciliation of GAAP to Non-GAAP measures for the current and historical periods, please refer to slides 17-22 in the appendix of this presentation.

i am INC Research

4Q & Full Year 2015 Income Statement
Adjusted Basis

$M (except per share data)	Fourth Quarter			Full Year			Normalized	
	2014	2015	% Change	2014	2015	% Change	2015	% Change
Net Service Revenue	$ 213.7	$ 241.4	12.9%	$ 800.7	$ 914.7	14.2%	$ 914.7	14.2%
Direct Costs	133.3	142.5	6.9%	512.8	539.6	5.2%	546.2	6.5%
Gross Profit	80.4	98.9	23.0%	288.0	375.2	30.3%	368.6	28.0%
Gross Profit Margin	*37.6%*	*41.0%*	*+335 bps*	*36.0%*	*41.0%*	*+505 bps*	*40.3%*	*+433 bps*
Selling, General & Administrative	40.0	42.3	5.6%	142.7	153.8	7.8%	154.9	8.6%
Depreciation	5.0	4.6	(7.9%)	21.6	18.1	(16.1%)	18.1	(16.1%)
Income from Operations	35.3	52.0	47.1%	123.7	203.2	64.3%	195.5	58.1%
Income from Operations Margin	*16.5%*	*21.5%*	*+500 bps*	*15.4%*	*22.2%*	*+677 bps*	*21.4%*	*+593 bps*
Interest Expense, net	(11.2)	(2.9)	(73.9%)	(52.8)	(15.4)	(70.7%)	(15.4)	(70.7%)
Income before Provision for Income Taxes	24.2	49.1	102.9%	70.9	187.8	165.0%	180.1	154.1%
Income Tax Expense	(9.0)	(17.7)	97.4%	(26.2)	(67.6)	157.8%	(64.8)	147.2%
Net Income	$ 15.2	$ 31.4	106.1%	$ 44.6	$ 120.2	169.2%	$ 115.2	158.1%
Diluted EPS ($)	0.26	0.54	107.7%	0.83	2.00	141.0%	1.92	131.3%
EBITDA	$ 40.3	$ 56.6	40.3%	$ 145.3	$ 221.4	52.4%	$ 213.7	47.1%
EBITDA Margin	*18.9%*	*23.4%*	*+457 bps*	*18.1%*	*24.2%*	*+606 bps*	*23.4%*	*+521 bps*

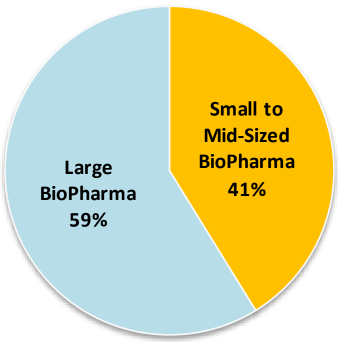
Note: Due to rounding of specific line items, line item figures might not sum to subtotals.
These financial results have also been normalized to remove the impact of certain one-time benefits realized in the first and third quarters of 2015. For a detailed reconciliation of these normalized results, please refer to slide 16 in the appendix of this presentation.
For a complete reconciliation of GAAP to Non-GAAP measures for the current and historical periods, please refer to slides 17-22 in the appendix of this presentation.

Diversified Customer Base

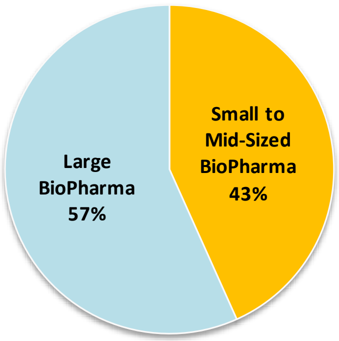
- We have a diversified, loyal customer base that includes many of the top 50 biopharmaceutical companies.
- Our top 5 customers represented approximately 71 compounds in 47 indications across 200 projects in 2015.
- Our top 10 customers have worked with us for an average of more than 10 years.
- We were awarded clinical trials from 72 new customers in 2015.

Customer Profile

2015 Revenue

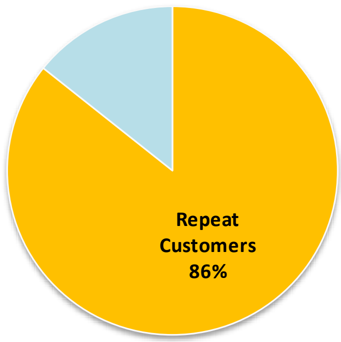


2014 Revenue

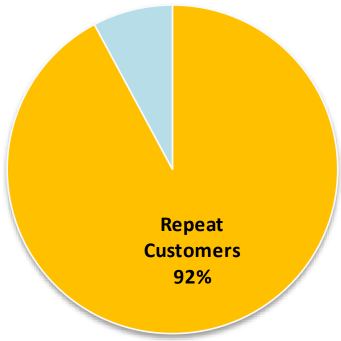


Customer Loyalty

2015 New Business Awards

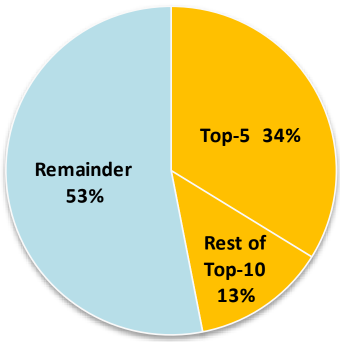


2014 New Business Awards



Limited Customer Concentration

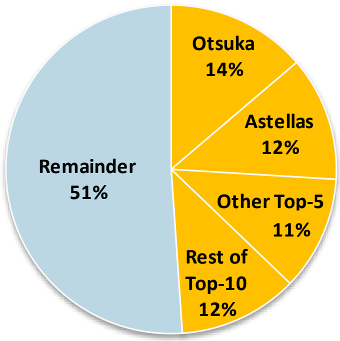
2015 Revenue



Top-5 Customers = 34% of Revenue

Top-10 Customers = 47% of Revenue

2014 Revenue



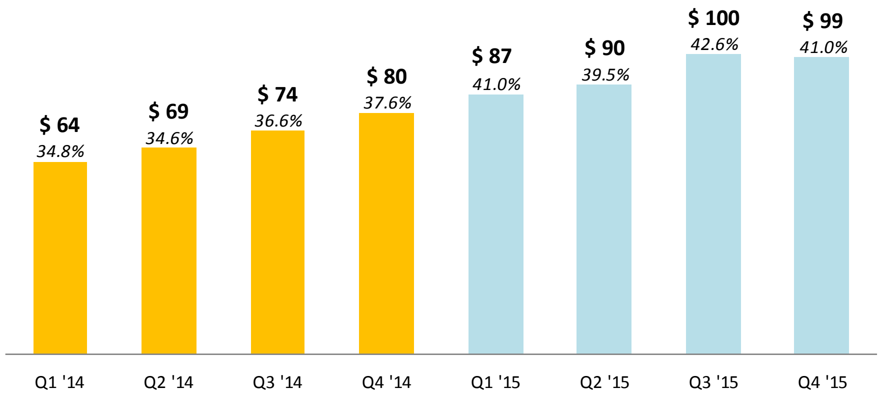
Top-5 Customers = 37% of Revenue

Top-10 Customers = 49% of Revenue

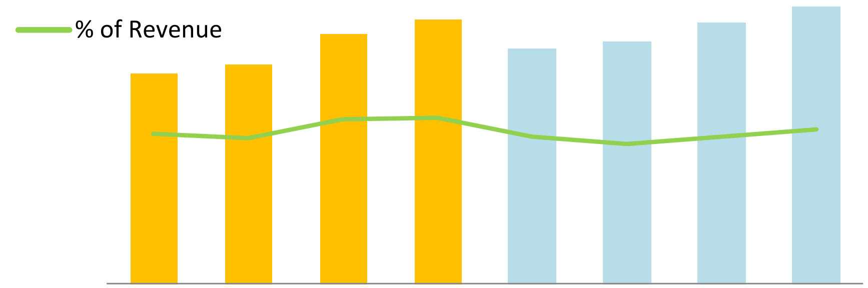
iam INC Research

Historical Trends – Margin and SG&A Expenses

Adjusted Gross Profit ($M) *(+ Margin %)* [1,2,3]

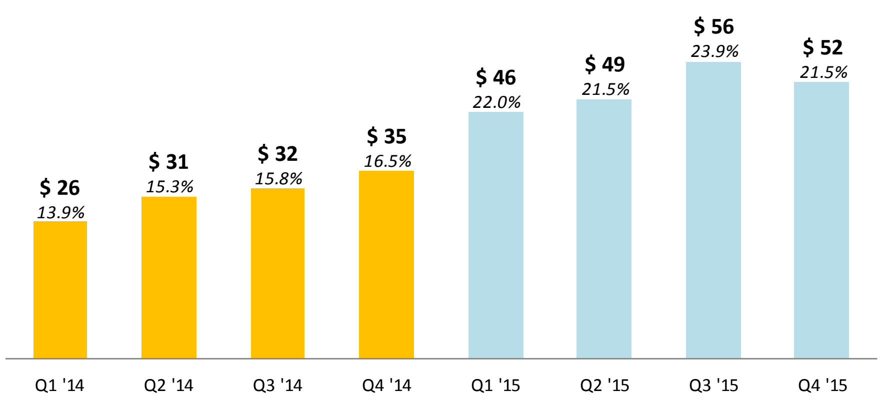


Adjusted SG&A ($M) *(+ % of Revenue)* [1,3]

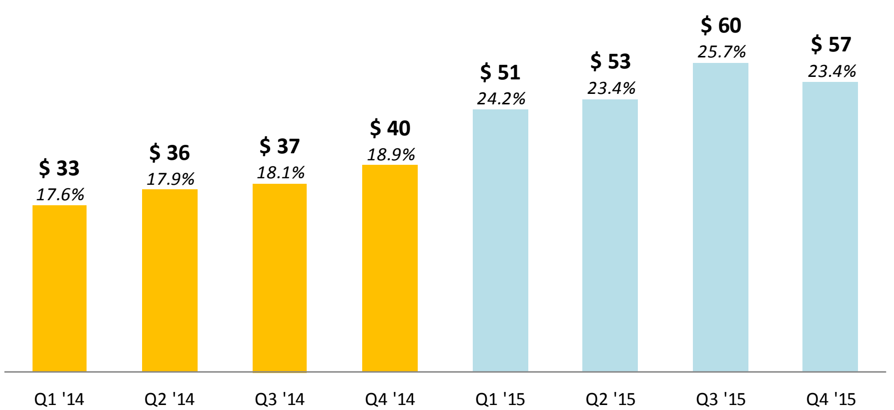


	Q1 '14	Q2 '14	Q3 '14	Q4 '14	Q1 '15	Q2 '15	Q3 '15	Q4 '15
SG&A	$ 32	$ 33	$ 38	$ 40	$ 35	$ 37	$ 39	$ 42
% of Revenue	17.2%	16.7%	18.5%	18.7%	16.8%	16.1%	16.8%	17.5%

Adjusted Income from Operations ($M) *(+ Margin %)* [1,2,3]



Adjusted EBITDA ($M) *(+ Margin %)* [1,2,3]



1. One-time benefits in Q1 2015 favorably impacted Adjusted Gross Profit by $5.1M, Adjusted SG&A by $1.1M, Adjusted Income from Operations by $6.2M, and Adjusted EBITDA by $6.2M.
2. One-time benefits in Q3 2015 favorably impacted Adjusted Gross Profit, Adjusted Income from Operations, and Adjusted EBITDA by $4.9M.
3. During the second and third quarters of 2014, we experienced higher-than-normal change order activity estimated to be between $6.0M and $12.0M. Adjusted Net Service Revenue, Adjusted Gross Profit, Adjusted Income from Operations, and Adjusted EBITDA have been adjusted by $9.0M ($4.5M in each of the second and third quarters) in 2014 to remove the impact of this higher-than-normal change order activity.

For a complete reconciliation of GAAP to Non-GAAP measures, please refer to slides 17-22 in the appendix of this presentation. For a detailed reconciliation of normalized results, please refer to slide 16 in the appendix of this presentation.

Cash Flow and Leverage Profile

$M	Fourth Quarter 2014	Fourth Quarter 2015	Full Year 2014	Full Year 2015
Cash Flow from Operations	14.1	63.6	131.4	204.7
Less: Capital Expenditures	7.8	9.5	25.6	21.1
Free Cash Flow [1]	6.3	54.1	105.9	183.6
Adjusted EBITDA	40.3	56.6	145.3	221.4

$M	Dec 31, 2014	Dec 31, 2015
Cash	126.5	85.0
Total Debt	425.5	505.0
Net Debt	299.0	420.0
Net Leverage [2]	*2.1 x*	*1.9 x*
Total Net DSO [3]	0.3	(3.0)

Note: Due to rounding of specific line items, line item figures might not sum to subtotals.

1. We calculate free cash flow as cash flow from operations less capital expenditures.
2. We calculate net leverage as net debt as of the date presented, divided by trailing twelve month adjusted EBITDA of $145.3M for 12/31/14 and $221.4M for 12/31/15.
3. For DSO trend information, please refer to slides 13 and 14 in the appendix of this presentation.

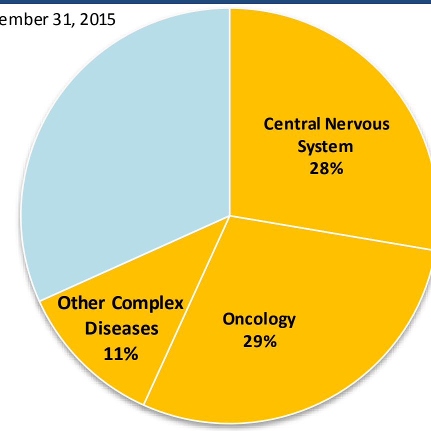
Backlog Should Support Long-Term Growth

Backlog Roll Forward ($M)

		Q1 '15		Q2 '15		Q3 '15		Q4 '15
Beginning Backlog	$	1,589	$	1,595	$	1,676	$	1,766
+ Acquired Backlog		-		-		-		-
+ Net Awards		256		296		328		297
- Revenue, as reported		(212)		(227)		(234)		(241)
+ FX Adjustment		(39)		13		(3)		(9)
Ending Backlog	**$**	**1,595**	**$**	**1,676**	**$**	**1,766**	**$**	**1,813**

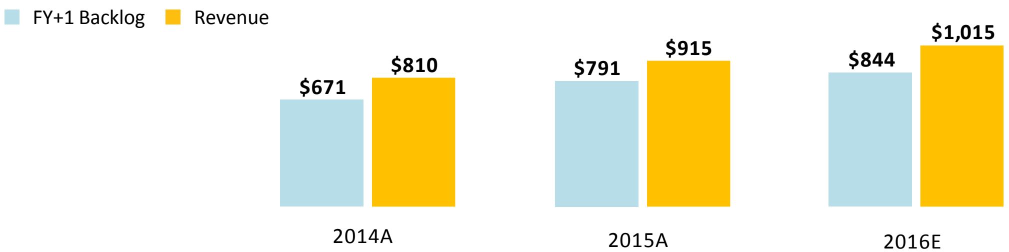
Backlog by Therapeutic Area

As of December 31, 2015



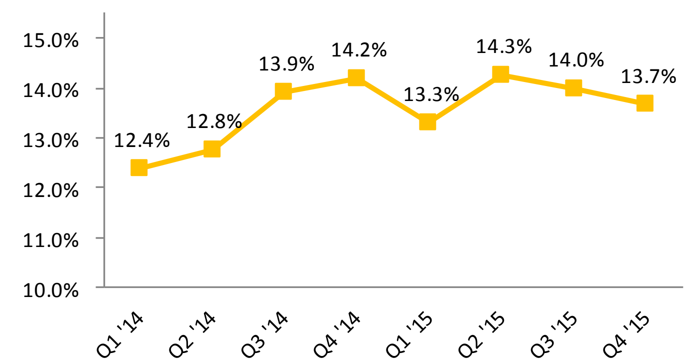
CNS, Oncology, & Other Complex Diseases = 68% of Backlog

Backlog Coverage ($M)



Backlog as of	12/31/13	12/31/14	12/31/15
Coverage Ratio	82.8%	86.5%	83.1%
YoY Revenue Growth	24.1%	13.0%	11.0%

Backlog Burn Rate[2]



Note: Due to rounding of specific line items, line item figures might not sum to subtotals.
Financials and related key operating metrics have not been adjusted to exclude the $9.0M ($4.5M in each of the second and third quarters) of higher-than-normal change order activity in 2014.

1. 2016 revenue estimate represents the mid-point of the guidance range on page 9 of this presentation.
2. Backlog burn represents current quarter net revenue divided by previous quarter ending backlog.

i am INC Research

Full Year 2016 Guidance

Financial Measurement	Guidance Range	Growth Rate[2]
Net Service Revenue[1]	$ 1,005.0 - 1,025.0M	9.9 - 12.1%
Adjusted Net Income	$ 129.0 - 137.0M	11.9 - 18.9%
Adjusted Diluted EPS	$ 2.30 - 2.45	19.8 - 27.6%
GAAP Diluted EPS	$ 1.69 - 1.84	(13.3) - (5.6)%

Note: Financial guidance takes into account a number of factors, including current foreign currency exchange rates and our expected tax rates.

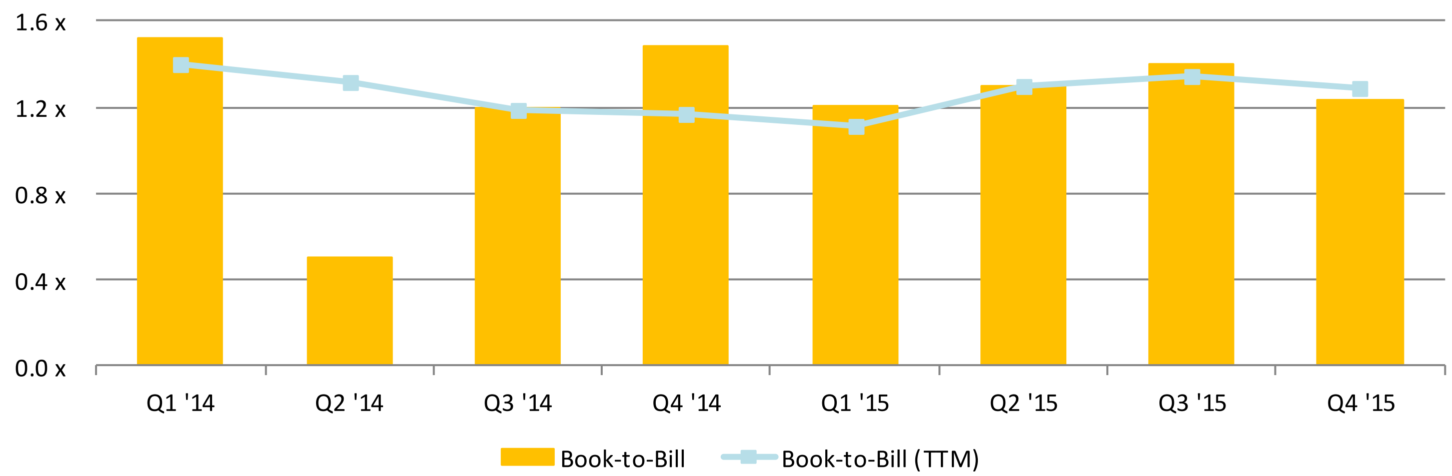
1. Guidance for Net Service Revenue includes foreign exchange headwind of approximately $7.0M (a negative impact of approximately 75 basis points) resulting in a constant currency growth rate of approximately 10.6 – 12.8%.
2. 2016 growth rates are based on adjusted 2015 financials normalized for one-time benefits, with the exception of GAAP Diluted EPS. For a detailed reconciliation of normalized results, please refer to slide 16 in the appendix of this presentation.

For a complete reconciliation of GAAP to Non-GAAP measures for current and historical periods, please refer to slides 17- 22 in the appendix of this presentation.

Appendix

Book to Bill Trend

Net Book-to-Bill Ratio



Quarterly	Q1 '14	Q2 '14 [1]	Q3 '14	Q4 '14	Q1 '15	Q2 '15	Q3 '15	Q4 '15
Net New Business Awards ($M)	280.9	103.4	249.3	316.3	255.5	295.9	327.7	297.4
Net Service Revenue ($M)	184.7	203.5	207.8	213.7	211.5	227.4	234.5	241.4
Book-to-Bill Ratio	**1.5 x**	**0.5 x**	**1.2 x**	**1.5 x**	**1.2 x**	**1.3 x**	**1.4 x**	**1.2 x**

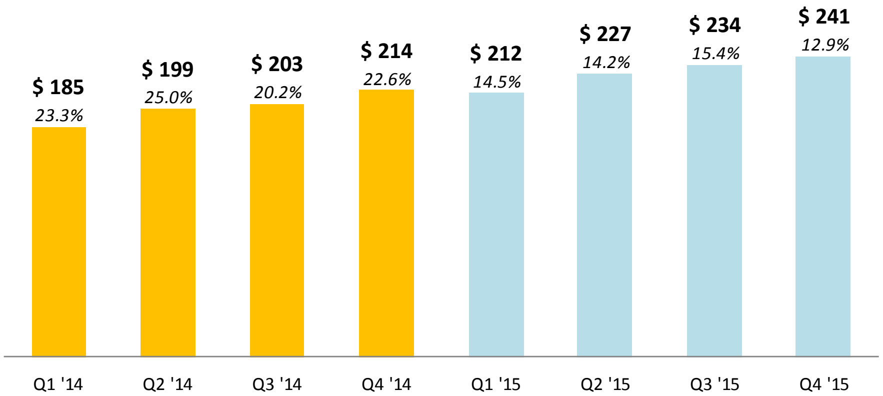
TTM	Q1 '14	Q2 '14 [1]	Q3 '14 [1]	Q4 '14 [1]	Q1 '15 [1]	Q2 '15	Q3 '15	Q4 '15
Net New Business Awards (TTM) ($M)	959.4	967.3	918.8	949.8	924.4	1,116.9	1,195.4	1,176.5
Net Service Revenue (TTM) ($M)	687.4	731.7	770.4	809.7	836.5	860.4	887.1	914.7
Book-to-Bill Ratio (TTM)	**1.4 x**	**1.3 x**	**1.2 x**	**1.2 x**	**1.1 x**	**1.3 x**	**1.3 x**	**1.3 x**

1. Net new business awards were negatively impacted by $132M as a result of a cancellation of interrelated programs during the second quarter of 2014 related to scientific concerns the customer had with the viability of the compound under development.

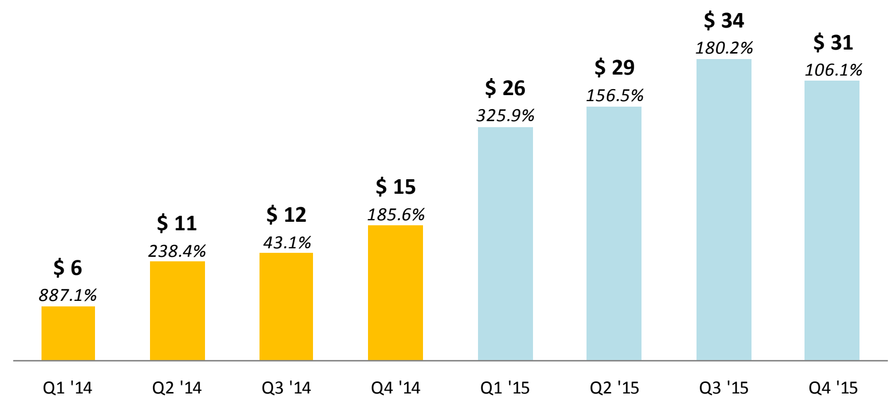
i am INC Research

Historical Financial Performance Trends
Key Metrics

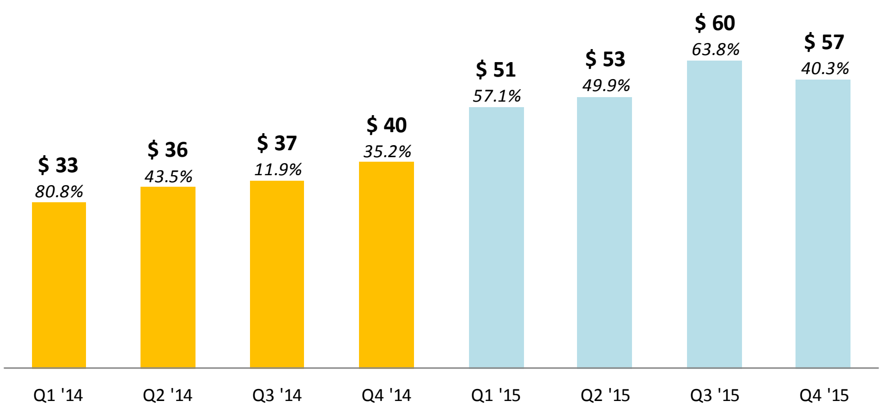
Adjusted Net Service Revenue ($M) *(+ YoY growth)* [1]



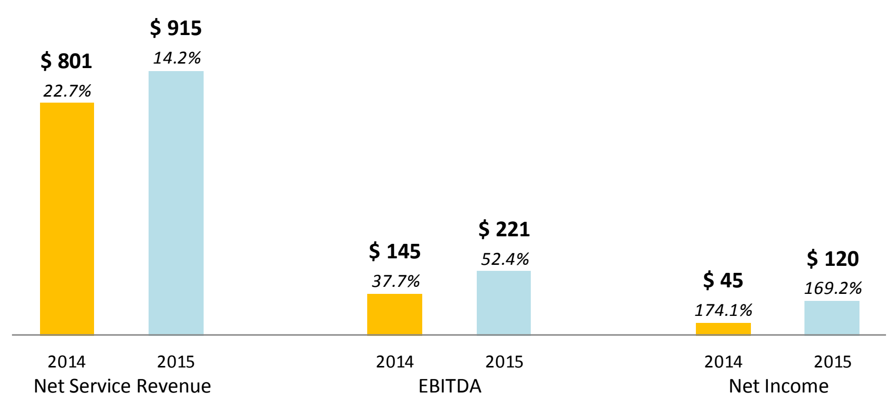
Adjusted Net Income ($M) *(+ YoY growth)* [1,2,3]



Adjusted EBITDA ($M) *(+ YoY growth)* [1,2,3]



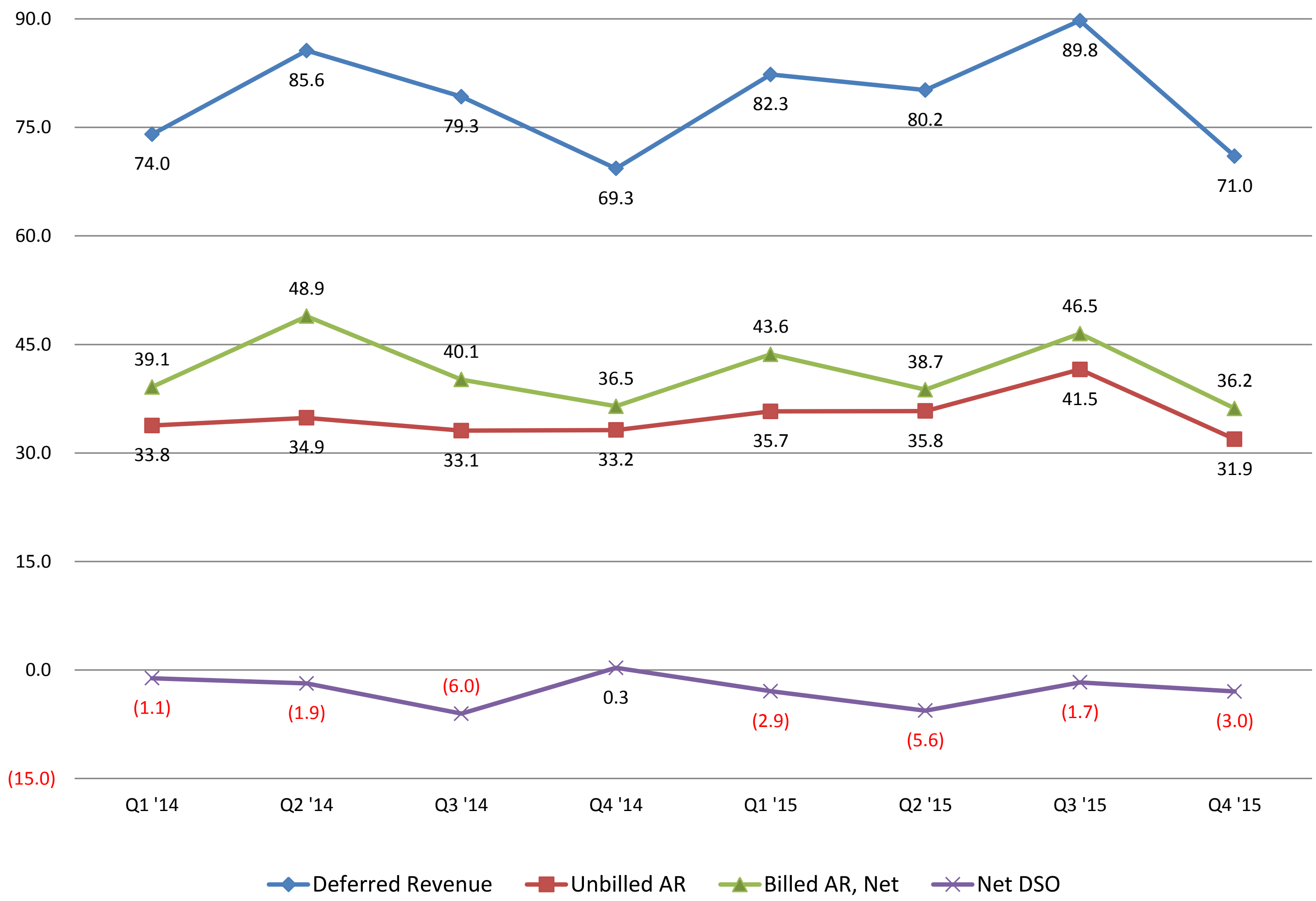
Adjusted Annual Metrics ($M) *(+ YoY growth)* [1,4]



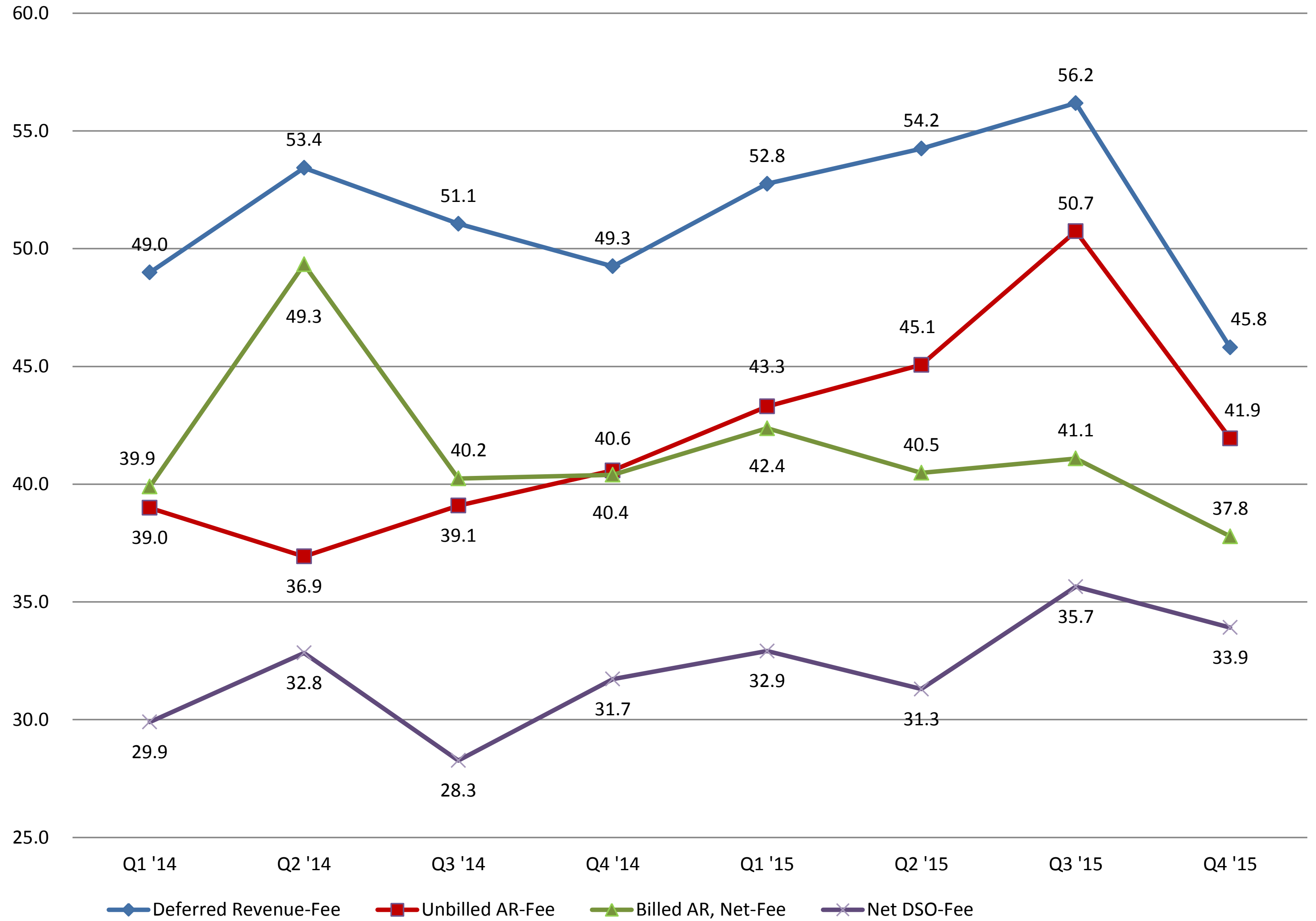
1. During the second and third quarters of 2014, we experienced higher-than-normal change order activity estimated to be between $6.0M and $12.0M. Both Adjusted Net Service Revenue and Adjusted EBITDA have been adjusted by $9.0M ($4.5M in each of the second and third quarters) in 2014 to remove this impact. Adjusted Net Income, net of tax of 37%, has been adjusted by $5.7M ($2.85M in both the second and third quarters of 2014).
2. One-time benefits in Q1 2015 favorably impacted Adjusted EBITDA by $6.2M and Adjusted Net Income, net of tax of 36%, by $4.0M.
3. One-time benefits in Q3 2015 favorably impacted Adjusted EBITDA by $4.9M and Adjusted Net Income, net of tax of 36%, by $3.2M.
4. One-time benefits for the year ended December 31, 2015 favorably impacted Adjusted EBITDA by $7.7M and Adjusted Net Income, net of tax of 36%, by $4.9M.

For a complete reconciliation of GAAP to Non-GAAP measures, please refer to slides 17-22 in the appendix of this presentation. For the normalized income statement for full year 2015, please refer to slide 16 in the appendix of this presentation.

Days Sales Outstanding – Total Revenue



Days Sales Outstanding – Net Service Revenue
(Excluding Reimbursable Out-of-Pocket Expenses)



Full Year 2016 Guidance Reconciliation

$M (except per share data)	Adjusted Net Income		Adjusted Diluted Earnings Per Share	
	Low	High	Low	High
Net income and diluted earnings per share	**$ 95.0**	**$ 103.0**	**$ 1.69**	**$ 1.84**
Adjustments:				
Amortization [1]	37.7	37.7		
Share-based compensation expense [1]	13.3	13.3		
Contingent consideration treated as compensation expense [1]	0.5	0.5		
Restructuring expenses [1]	3.7	3.7		
Other [1]	(0.2)	0.2		
Income tax effect of above adjustments [2]	(21.0)	(21.4)		
Adjusted net income and adjusted diluted earnings per share	**$ 129.0**	**$ 137.0**	**$ 2.30**	**$ 2.45**

1. Amounts are estimates with an estimated range of +/- 5% and are presented gross without the benefit of income tax reduction.
2. Income tax expense is calculated and the adjustments are tax-affected at an approximate rate of 34%, which is the midpoint of our range for the expected income tax rate of 33% to 35%. This adjustment also excludes the impact of the valuation allowances recorded against our deferred tax assets and other unusual tax impacts during the period. Historically, we recorded a valuation allowance against some of our deferred tax assets, but we believe that these valuation allowances cause significant fluctuations in our financial results that are not indicative of our underlying financial performance.

Full Year 2015 Income Statement
Adjusted Basis – Normalized for One-Time Benefits

$M (except per share data)	Full Year Non-GAAP	Full Year Adjustments		Full Year Normalized
Net Service Revenue	$ 914.7	$ -		$ 914.7
Direct Costs	539.6	6.6	a	546.2
Gross Profit	375.2	(6.6)		368.6
Gross Profit Margin	*41.0%*	*(0.7%)*		*40.3%*
Selling, General & Administrative	153.8	1.1	a	154.9
Depreciation	18.1	-		18.1
Income from Operations	203.2	(7.7)		195.5
Income from Operations Margin	*22.2%*	*(0.8%)*		*21.4%*
Interest Expense, net	(15.4)	-		(15.4)
Income before Provision for Income Taxes	187.8	(7.7)		180.1
Income Tax Expense	(67.6)	2.8	b	(64.8)
Net Income	$ 120.2	$ (4.9)		$ 115.2
Diluted EPS ($)	2.00	(0.08)		1.92
EBITDA	$ 221.4	$ (7.7)		$ 213.7
EBITDA Margin	*24.2%*	*(0.8%)*		*23.4%*

Note: Due to rounding of specific line items, line item figures might not sum to subtotals.

a. During the first quarter, we settled $6.2M of liabilities ($5.1M of direct costs and $1.1M of SG&A expenses) at less than original estimates. During the third quarter, we settled $4.9M of study-related obligations, $3.4M of which were recorded as an expense during the first half of 2015. The net result is a $6.6M total adjustment to gross profit and a $1.1M total adjustment to SG&A for the full year.

b. Income tax expense is calculated and the adjustments are tax-affected at an approximate rate of 36%.

For a complete reconciliation of GAAP to Non-GAAP measures for the current and historical periods, please refer to slides 17-22 in the appendix of this presentation.

Reconciliation of Adjusted Net Income & EBITDA

Twelve Months Ended December 2015

i am INC Research

Thousands, except per share data	GAAP	Adjustments		Adjusted
	Twelve Months Ended December 31, 2015			
Net service revenue	$ 914,740			$ 914,740
Reimbursable out-of-pocket expenses	484,499			484,499
Total revenue	1,399,239	-		1,399,239
Cost and operating expenses:				
Direct costs	542,404	(2,282)	a	539,563
		(559)	b	
Reimbursable out-of-pocket expenses	484,499			484,499
Selling, general and administrative	156,609	(2,792)	a	153,817
Restructuring and other costs	1,785	(1,785)	c	-
Transaction expenses	1,637	(1,637)	d	-
Asset impairment charges	3,931	(3,931)	e	-
Depreciation and amortization of intangibles	56,014	(37,874)	f	18,140
Total operating expenses	1,246,879	(50,860)		1,196,019
Income from operations	152,360	50,860		203,220
Other income (expense), net:				
Interest expense, net	(15,448)			(15,448)
Loss on extinguishment of debt	(9,795)	9,795	g	-
Other income (expense), net	3,857	(3,857)	h	-
Total other income (expense), net	(21,386)	5,938		(15,448)
Income before provision for income taxes	130,974	56,798		187,772
Income tax expense	(13,927)	(53,671)	i	(67,598)
Net income	**$ 117,047**	**$ 3,127**		**$ 120,174**
Net income attributable to common stockholders	$ 117,047	$ 3,127		$ 120,174
Diluted net income per share	$ 1.95			$ 2.00
Diluted weighted average common shares outstanding	60,146			60,146

Adjusted EBITDA Reconciliation	GAAP	Adjustments		Adjusted
EBITDA	$ 202,436			$ 202,436
Other income, net		(3,857)	h	$ (3,857)
Restructuring and other costs		1,785	c	$ 1,785
Stock-based compensation and contingent consideration expense		5,633	a,b	$ 5,633
Transaction expenses		1,637	d	$ 1,637
Asset impairment charges		3,931	e	$ 3,931
Loss on extinguishment of debt		9,795	g	$ 9,795
Adjusted EBITDA	**$ 202,436**	**$ 18,924**		**$ 221,360**

i am INC Research

Reconciliation of Adjusted Net Income & EBITDA

Three Months Ended December 2015

	Three Months Ended December 31, 2015						
Thousands, except per share data		GAAP	Adjustments				Adjusted
Net service revenue	$	241,356				$	241,356
Reimbursable out-of-pocket expenses		161,529					161,529
Total revenue		402,885	-				402,885
Cost and operating expenses:							
Direct costs		143,416	(814)	a			142,489
			(113)	b			
Reimbursable out-of-pocket expenses		161,529					161,529
Selling, general and administrative		43,255	(972)	a			42,283
Restructuring and other costs		219	(219)	c			-
Transaction expenses		715	(715)	d			-
Asset impairment charges		-	-	e			-
Depreciation and amortization of intangibles		14,058	(9,461)	f			4,597
Total operating expenses		363,192	(12,294)				350,898
Income from operations		39,693	12,294				51,987
Other income (expense), net:							
Interest expense, net		(2,918)	-				(2,918)
Loss on extinguishment of debt		-	-				-
Other income (expense), net		(281)	281	h			-
Total other income (expense), net		(3,199)	281				(2,918)
Income before provision for income taxes		36,494	12,575				49,069
Income tax expense		(5,838)	(11,826)	i			(17,664)
Net income	**$**	**30,656**	**749**			**$**	**31,405**
Net income attributable to common stockholders	$	30,656	$ 749			$	31,405
Diluted net income per share	$	0.53				$	0.54
Diluted weighted average common shares outstanding		58,010					58,010
Adjusted EBITDA Reconciliation							
EBITDA	$	53,470				$	53,470
Other income, net			281	h			281
Restructuring and other costs			219	c			219
Stock-based compensation and contingent consideration expense			1,899	a, b			1,899
Transaction expenses			715	d			715
Asset impairment charges			-	e			-
Loss on extinguishment of debt			-				-
Adjusted EBITDA	**$**	**53,470**	**$ 3,114**			**$**	**56,584**

Reconciliation of Adjusted Net Income & EBITDA
Footnotes for 2015

a. Represents share-based compensation expense related to awards granted under equity incentive plans.

b. Represents contingent consideration expense incurred as a result of acquisitions and accounted for as compensation expense under GAAP. See Note 3 “Business Combinations” to our consolidated financial statements included in our 2015 Form 10-K.

c. Restructuring and other costs consist of: (i) severance costs associated with a reduction of workforce in line with the Company’s expectations of future business operations and (ii) lease obligation and termination costs in connection with abandonment and closure of redundant facilities.

d. Represents fees associated with the Company’s May, August, and December 2015 registered secondary common stock offerings, debt placement and refinancing, costs incurred in connection with business combinations and potential acquisitions, and other corporate transactions.

e. Represents impairment of goodwill and long-lived assets associated with the Company’s Phase I Services reporting unit.

f. Represents the amortization of intangible assets primarily for customer relationships and backlog.

g. Represents loss on extinguishment of debt associated with the Company’s May 2015 debt refinancing.

h. Represents other (income) expense comprised primarily of foreign exchange gains and losses.

i. In 2015 the Company’s effective tax rate has been adjusted in order to reflect the removal of the tax impact of its valuation allowances recorded against its deferred tax assets. Historically, the Company recorded a valuation allowance against some of its deferred tax assets, but believes that these valuation allowances cause significant fluctuations in its financial results that are not indicative of the Company’s underlying financial performance. Specifically, the majority of the Company’s revenue was generated in jurisdictions in which it recognized no tax expense or benefit due to changes in this valuation allowance. During 2015, the Company reversed the valuation allowance in its U.S. jurisdiction, creating a benefit of $31.9 million. Income tax expense has also been adjusted for (i) the income tax effect of the non-GAAP adjustments made to arrive at Adjusted Net Income using the estimated effective tax rate of 36% and (ii) the elimination of a $2.6 million benefit from the release of a reserve for a pre-acquisition uncertain tax position associated with Kendle International, Inc., which we acquired in July 2011.

i am INC Research

Reconciliation of Adjusted Net Income & EBITDA

Twelve Months Ended December 2014

	Twelve Months Ended December 2014				
Thousands, except per share data	**GAAP**	**Adjustments**	**Adjusted (w/o CO)**	**Change Order Adj.**	**Adjusted**
Net service revenue	$ 809,728	$ -	$ 809,728	$ (9,000) a	$ 800,728
Reimbursable out-of-pocket expenses	369,071	-	369,071	-	369,071
Total revenue	1,178,799	-	1,178,799	(9,000)	1,169,799
Cost and expenses:					
Direct costs	515,059	(1,371) b	512,770	-	512,770
	-	(918) c		-	
Reimbursable out-of-pocket expenses	369,071	-	369,071	-	369,071
Selling, general and administrative	145,143	(1,999) b	142,682	-	142,682
	-	(462) d		-	-
Restructuring and other costs	6,192	(6,192) e	-	-	-
Transaction expenses	7,902	(7,902) f	-	-	-
Goodwill and intangible assets impairment	17,245	(17,245) g	-	-	-
Depreciation and amortization of intangibles	54,543	(32,924) h	21,619	-	21,619
Total operating expenses	1,115,155	(69,013)	1,046,142	-	1,046,142
Income (loss) from operations	63,644	69,013	132,657	(9,000)	123,657
Other income (expense), net:					
Interest expense, net	(52,787)	-	(52,787)	-	(52,787)
Loss on extinguishment of debt	(46,750)	46,750 i	-	-	-
Other income (expense), net	7,689	(7,689) j	-	-	-
Total other expense, net	(91,848)	39,061	(52,787)	-	(52,787)
Income (loss) before provision for income taxes	(28,204)	108,074	79,870	(9,000)	70,870
Income tax (expense) benefit	4,734	(34,287) k	(29,553)	3,330 k	(26,223)
Net (loss) income	**$ (23,470)**	**$ 73,787**	**$ 50,317**	**$ (5,670)**	**$ 44,647**
Class C common stock dividends	(375)	375	-	-	-
Redemption of New Class C common stock	(3,375)	3,375	-	-	-
Net loss attributable to common stockholders	$ (27,220)	$ 77,537	$ 50,317	$ (5,670)	$ 44,647
Diluted net (loss) income per share	$ (0.51)		$ 0.93		$ 0.83
Diluted weighted average common shares outstanding	53,301	557 l	53,858		53,858

Adjusted EBITDA Reconciliation					
EBITDA	$ 79,126	$ -	$ 79,126	$ -	$ 79,126
Other income (expense)	-	(7,689) j	(7,689)	-	(7,689)
Restructuring and other costs	-	6,192 e	6,192	-	6,192
Share-based compensation and contingent consideration expense	-	4,288 b, c	4,288	-	4,288
Debt refinancing expenses	-	1,763 f	1,763	-	1,763
Transaction expenses	-	6,139 f	6,139	-	6,139
Montoring and advisory fees	-	462 d	462	-	462
Goodwill and intangible impairment	-	17,245 g	17,245	-	17,245
Loss on extinguishment of debt	-	46,750	46,750	-	46,750
Change order activitiy	-	-	-	(9,000) a	(9,000)
Adjusted EBITDA	**$ 79,126**	**$ 75,150**	**$ 154,276**	**$ (9,000)**	**$ 145,276**

Reconciliation of Adjusted Net Income & EBITDA

Three Months Ended December 2014

	Three Months Ended December 2014					
Thousands, except per share data	GAAP	Adjustments		Adjusted (w/o CO)	Change Order Adj.	Adjusted
Net service revenue	$ 213,725	$ -		$ 213,725	$ -	$ 213,725
Reimbursable out-of-pocket expenses	113,930			113,930		113,930
Total revenue	327,655	-		327,655	-	327,655
Cost and expenses:						
Direct costs	133,957	(344)	b	133,338	-	133,338
		(275)	c		-	
Reimbursable out-of-pocket expenses	113,930			113,930	-	113,930
Selling, general and administrative	40,811	(721)	b	40,048	-	40,048
		(42)	d		-	
Restructuring and other costs	66	(66)	e	-	-	-
Transaction expenses	5,860	(5,860)	f	-	-	-
Goodwill and intangible assets impairment	-	-		-	-	-
Depreciation and amortization of intangibles	14,578	(9,587)	h	4,991	-	4,991
Total operating expenses	309,202	(16,895)		292,307	-	292,307
Income (loss) from operations	18,453	16,895		35,348	-	35,348
Other income (expense), net:						
Interest expense, net	(11,160)			(11,160)	-	(11,160)
Loss on extinguishment of debt	(46,750)	46,750	i	-	-	-
Other income (expense), net	1,512	(1,512)	j	-	-	-
Total other expense, net	(56,398)	45,238		(11,160)	-	(11,160)
Income (loss) before provision for income taxes	(37,945)	62,133		24,188	-	24,188
Income tax (expense) benefit	(11,835)	2,885	k	(8,950)		(8,950)
Net (loss) income	**$ (49,780)**	**$ 65,018**		**$ 15,238**	**$ -**	**$ 15,238**
Class C common stock dividends	-	-		-	-	-
Redemption of New Class C common stock	(3,375)	3,375		-	-	-
Net loss attributable to common stockholders	$ (53,155)	$ 68,393		$ 15,238	$ -	$ 15,238
Diluted net (loss) income per share	$ (0.92)			$ 0.26		$ 0.26
Diluted weighted average common shares outstanding	57,504	1,284	l	58,788		58,788
Adjusted EBITDA Reconciliation						
EBITDA	$ (12,207)			$ (12,207)	$ -	$ (12,207)
Other income (expense)		(1,512)	j	(1,512)	-	(1,512)
Restructuring and other costs		66	e	66	-	66
Share-based compensation and contingent consideration expense		1,340	b, c	1,340	-	1,340
Debt refinancing expenses		-		-	-	-
Transaction expenses		5,860	f	5,860	-	5,860
Montoring and advisory fees		42	d	42	-	42
Goodwill and intangible impairment		-		-	-	-
Loss on extinguishment of debt		46,750		46,750	-	46,750
Change order activitiy		-		-	-	-
Adjusted EBITDA	**$ (12,207)**	**$ 52,546**		**$ 40,339**	**$ -**	**$ 40,339**

Reconciliation of Adjusted Net Income & EBITDA

Footnotes for 2014

a. During the second and third quarters of 2014, we experienced higher-than-normal change order activity estimated to be between $6.0M and $12.0M. Financials have been adjusted by $9.0M ($4.5M in each of the second and third quarters) of 2014 to remove the impact of this higher-than-normal change order activity.

b. Represents share-based compensation expense recognized related to stock option awards granted under equity incentive plans.

c. Consists of contingent consideration expense incurred as a result of acquisitions and accounted for as compensation expense under GAAP. See Note 3 "Business Combinations" to our consolidated financial statements included in the Annual Report on Form 10-K.

d. Represents monitoring and advisory fees paid to affiliates of Avista Capital Partners, L.P. in the periods prior to our initial public offering in November 2014, as well as reimbursements of expenses paid to Avista Capital Partners, L.P. and affiliates of Teachers Private Capital pursuant to the Expense Reimbursement Agreement. These arrangements were terminated upon the completion of our initial public offering.

e. Restructuring and other costs consist primarily of facilities closure expenses for the Glasgow and partial closure of the Cincinnati facility, and to a lesser extent, severance costs.

f. Represents fees associated with initial public offering, debt placement and refinancing, and costs incurred in connection with business combinations and potential acquisitions.

g. In second quarter 2014, we recorded a $9.2M impairment of goodwill and an $8.0M impairment charge related to intangible assets associated with our Phase I Services and Global Consulting reporting units.

h. Represents the amortization of intangible assets primarily for customer relationships and backlog.

i. Represents the write-off of deferred finance cost as a result of the refinancing.

j. Represents other (income) expense comprised primarily of foreign exchange gains and losses.

k. The effective tax rate has been adjusted to a 37% overall effective rate, in order to reflect the removal of the tax impact of the valuation allowances recorded against the deferred tax assets and changes in the assertion to indefinitely reinvest the undistributed earnings of foreign subsidiaries. Historically, the Company recorded a valuation allowance against some of the deferred tax assets, but the Company believes that these valuation allowances cause significant fluctuations in the financial results which are not indicative of the underlying financial performance. Specifically, the majority of the revenue in 2013 was generated in jurisdictions in which the Company recognized no tax expense or benefit due to changes in this valuation allowance. Further, the Company has historically recorded a valuation allowance against certain foreign tax losses, however, in 2014 the Company reversed the valuation allowance in one of our jurisdictions, net of establishment of additional valuation allowances in certain jurisdictions, creating a tax benefit of $18.2M, which we also do not believe is indicative of our ongoing operations. Income taxes have also been adjusted for the income tax effect of the non-GAAP adjustments made to arrive at Adjusted Net Income (Loss) using the estimated effective tax rate of 37%.

l. Adjustment represents the weighted average number of equity-based awards issued under the Company's equity incentive plans calculated using the treasury stock method that were excluded from shares used in computing GAAP diluted net loss per share due to reporting a net loss under GAAP for the period.