



PLUNKETT'S INDUSTRY ANALYTICS™

ANALYTICS, DEEP FINANCIAL
BENCHMARKS, METRICS AND
REVENUE FORECASTS

**Management, Scientific, HR, Environmental and Technical
Consulting Services Industry (U.S.)**

**Analytics, Extensive Financial Benchmarks, Metrics and
Revenue Forecasts to 2029, NAIC 541600
Published February 22, 2024**



PLUNKETT RESEARCH®, LTD.

VOICE: 713.932.0000 | FAX: 713.932.7080

P.O. DRAWER 541737, HOUSTON, TEXAS 77254-1737 USA

www.plunkettresearch.com | info@plunkettresearch.com

TABLE OF CONTENTS

I. Introduction	2
A. Core Benefits to Customer:	
<ul style="list-style-type: none">• Comprehensive overview of an industry's financial results, ratios, and vital metrics in one package (U.S. data)• Benchmarking of:<ol style="list-style-type: none">1. Deep financials of each of the leading companies in the industry2. Multi-year financial averages for all companies in the industry3. This industry's financial ratios compared to all other industries• Historical revenues, past 8 years• Number of enterprises in this industry• Multi-year employee count and sales per employee• Current and forecast revenues and CAGR, most recent year and each of next 7 years• Profiles of the industry's leading firms, with multi-year financial histories	
II. Industry Description for this NAIC Code	3
<ul style="list-style-type: none">• Types of business activities	
III. Industry Summary, Current Year (U.S. data)	4
<ul style="list-style-type: none">• Revenues and CAGR most recent year• Revenue forecast, 7 years forward, with CAGR• Historical CAGR, past 7 years average• Top U.S. companies, by revenues• Employment within the industry, most recent year and historic	
IV. Employment and Establishment Count (U.S. data)	6
<ul style="list-style-type: none">• Number of firms and establishments, most recent year and 7 years' history• Total employees, most recent year and 7 years' history, with growth rates• Average annual sales per firm and per establishment, most recent year and 7 years' history• Annual sales per employee, most recent year and 7 years' history	
V. This Industry's Financial Data, U.S., Multi-Year	9
A. Revenues, Historical and Projected	11
<ul style="list-style-type: none">• <u>Historical</u> revenues & CAGR growth rates, most recent year and each of previous 7 years• Projected revenues & CAGR growth rates, most recent year and each of next 7 years	
B. Average Annual Operating Ratio Estimates and Benchmarks for Current Year	12
<ul style="list-style-type: none">• Income items, expenses, profits and taxes as a percent of total revenues for this industry	
C. This Industry Compared to All Industries, Benchmarks for Current Year	15
<ul style="list-style-type: none">• Comparison of revenues for this industry to total revenues for all industries• Comparison of EBITDA, profits and income taxes for this industry to the same items in total for all industries	

D. Table of Companies Used in Creating Industry Averages	18
<ul style="list-style-type: none"> Detailed, alphabetical listing of companies, with revenues, location, ticker symbol and exchange 	
E. Industry Results and Benchmarks for Publicly-Held Companies	20
<ul style="list-style-type: none"> Income statement averages, most recent year and 5 previous years <ul style="list-style-type: none"> All income statement items, including, cost of sales, SGA, R&D, salaries and wages, and EBITDA, with ratios Chart showing key expenses as a percent of revenues Balance sheet averages, most recent year and 5 previous years <ul style="list-style-type: none"> All items, including property plant and equipment, accumulated depreciation, goodwill, and long term debt, including ratios Cash flow averages, most recent year and 5 previous years <ul style="list-style-type: none"> All cash flow items 	
VI. Top Companies Profiled & Ranked	27
<ul style="list-style-type: none"> In-depth profiles, financial reports, ranks & executive lists for up to 10 top U.S.-based corporations 	
A. Top Companies Ranked for Key Items:	28
<ul style="list-style-type: none"> Approximate market capitalization Employees Revenues Net income 3-Year revenue growth (%) 3-Year income growth (%) Return on assets (%) Return on equity (%) Return on invested capital (%) 	
Compare Top Publicly-Held Companies to Industry Average, 2021*	29
C. Corporate Profiles (Descriptions of the Top Companies Within the Industry, Including Executive Listings and Multi-Year Financial Results)	41
<ul style="list-style-type: none"> Contact information, executive lists Business descriptions Key financial data for 6 years Brands and divisions Top salaries Corporate culture Charts comparing revenues vs. net income 	
VII. Appendix: Assumptions	58
<ul style="list-style-type: none"> Tables of assumptions used in revenue projections 	
VIII. Data Description and Sources	59
Copyright, Terms of Use, Limited Warranty	60

Need Market Research?

10 Reasons why you should turn to Plunkett Research, Ltd.:

PR Plunkett Research, Ltd.
Our Market Research = Your Smart Decisions

W <http://www.plunkettresearch.com>
E info@plunkettresearch.com
V 713.932.0000

- 01** Think of us as your market research partner—we will design and execute your custom study in a precise manner to meet your unique, strategic needs. Most of our clients return to work with us on additional projects—many of them rely on us continuously.
- 02** We have deep expertise in both B2B and B2C surveys of all types.
- 03** We have superb methods for determining market sizing, market share and market trends.
- 04** Our proprietary database of 4,000 industry contacts, associations and unique resources enables us to reach out for vital industry insights, worldwide.
- 05** We are experts in conducting what some people consider to be the hardest task of all: connecting with specific executives and managers to conduct in-depth interviews and surveys.
- 06** Our proprietary Plunkett's Industry Analytics System provides us with unique benchmarks, metrics and forecasting tools for 500 different NAIC industry codes.
- 07** We are deeply experienced in conducting surveys and studies, not only in the Americas, but throughout Europe, Asia/Pacific and the Middle East/Africa.
- 08** Our data is trusted and used by some of the world's most demanding organizations, including management consultants, major tech firms, manufacturers, retailers, top investment companies and the world's leading banks.
- 09** We operate under Plunkett's Policies for Research Ethics, Privacy, Conflict of Interest and Confidentiality.
- 10** Our analysts continuously study the world of business while we publish our famous Industry Almanacs and our Analytics Reports each year.

[Learn more](#)

[Contact us](#)



Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Introduction

Copyright ©, Plunkett Research, Ltd., All Rights Reserved. www.plunkettresearch.com

P. O. Drawer 541737, Houston, Texas, 77254-1737, USA

voice: 713.932.0000, fax: 713.932.7080, email: info@plunkettresearch.com

The purpose of this report is to provide estimates of vital industry-specific data, within the United States.

A description of data sources can be found in the back of this report.

Video: [How to Use Plunkett Analytics](#)

Core Benefits to Customer:

1. Comprehensive overview of an industry's financial results, ratios, vital statistics and metrics in one package
2. Comparisons of a) deep financials of the leading companies within an industry, b) all companies (public and private) to publicly-held companies, and c) one industry's ratios to all other industries.
3. Historical industry data going back several years for key figures including revenues, enterprises and sales per employee.
4. Current and projected revenues, including forecasts for several years into the future.

The primary sources are as follows:

- Plunkett Research database of company fundamentals on 35,000 leading corporations
- Plunkett Research database of industry statistics
- Industry associations and professional societies
- Forecasts, Primary Research and Secondary Research by the Plunkett Research staff
- U.S. Government Agency databases—multiple sources.

Plunkett Research has unique capabilities for creating industry reports, due to the industry databases and research that Plunkett Research has been conducting for more than 20 years. Our access to hundreds of industry tables from our own databases, along with our databases of public and private company information, industry trends analysis and other resources, have been utilized fully in preparing this report.

The following types of data will be found in this report:

- Revenues—current, historical and projected
- Revenues—CAGR (compound annual growth rate)
- Employee count—current and historical
- Leading companies—profiles, financial results, and operating ratios for up to 10 top corporations per industry
- Top Companies Ranked—companies ranked in order to list top 10 by revenues, net income, employees, market capitalization, return on assets, return on equity, return on invested capital, 3-year profit growth and 3-year revenues growth
- Benchmarks: Comparison of this industry to the total for all industries
- Employment and establishment counts, current and historical
- Income and Balance Sheet Ratios

Similar reports are available from Plunkett Research for nearly all U.S. industries, by subscription or by individual report. See a complete list:

<https://www.plunkettresearch.com/plunkett-industry-analytics/>

Also, we offer custom market research, surveys and data sets on a U.S. and global basis, see: <https://www.plunkettresearch.com/custom-industry-market-research-and-surveys/>

Industry Description

541600 Management, Scientific, HR, Environmental and Technical Consulting Services

This is a broad industry sector that includes a wide variety of consulting services. (Computer systems consulting can be found elsewhere in 541512.)

Related subsectors include:

- 541610 Management Consulting Services
- 541611 Administrative Management and General Management Consulting Services
- 541612 Human Resources Consulting Services
- 541613 Marketing Consulting Services
- 541614 Process, Physical Distribution, and Logistics Consulting Services
- 541618 Telecommunications Management Consulting Services
- 541620 Environmental Consulting Services
- 541690 Energy, Energy Efficiency and Technical Consulting

Industry Summary

NAIC 541600

Title Management, Scientific, HR, Environmental and Technical Consulting Services Industry (U.S.)

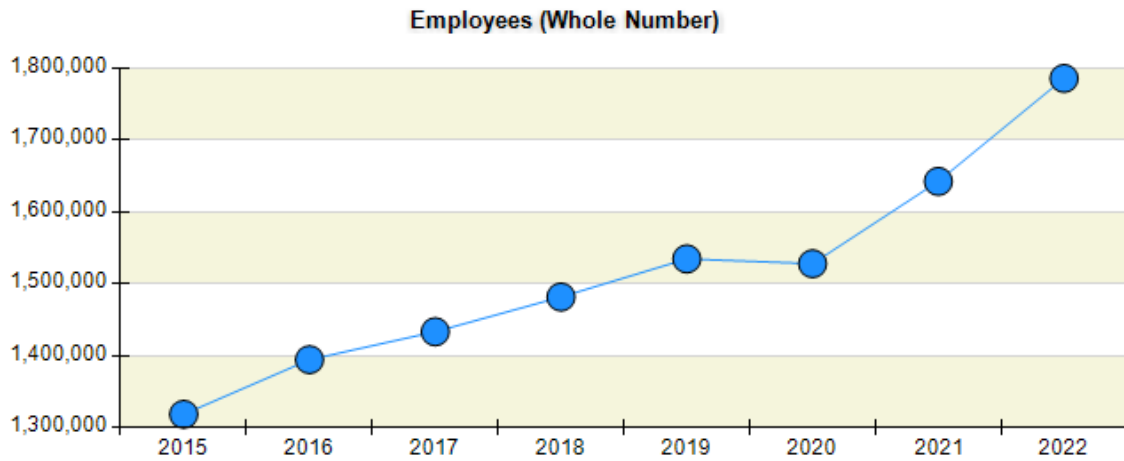
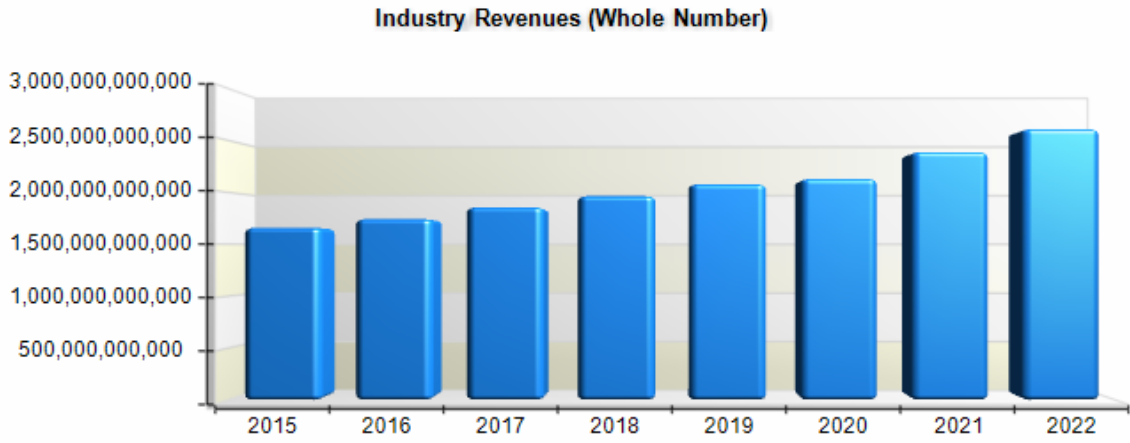
Revenues (2022)	\$2,607,944,808,541
Employees (2022)	1,642,600
Annual Revenue Growth Rate (2022)	9.22 %
CAGR*, Estimated (2016 through 2022)	6.96 %
Revenues (2030)	\$3,572,635,765,039
CAGR*, Estimated (2023 through 2030)	3.81 %

* Compound Annual Growth Rate

Top U.S. Companies Operating Within This Industry Include:

Company	Revenues (Whole Numbers) 2022 or latest year available *
McKinsey & Company Inc	\$15,400,000,000
Boston Consulting Group Inc (The, BCG)	\$11,700,000,000
Booz Allen Hamilton Holding Corporation	\$8,363,700,224
Bain & Company Inc	\$6,000,000,000
Mercer LLC	\$5,569,000,000
RSM US LLP	\$3,670,000,000
Alight Inc	\$3,132,000,000
NERA Economic Consulting	\$3,060,000,000
FTI Consulting Inc	\$3,028,908,032
Oliver Wyman Group	\$2,800,000,000

***Note:** "Summary" data above includes only activities and employees specific to this NAIC industry code, and only activities and employees within the U.S. "Leading Companies" data includes top companies headquartered in the U.S. that are designated with this NAIC as a primary industry code. Consequently, the total revenues of these Leading Companies may be significantly higher than the revenues assigned to the Industry Summary. In many industries, leading U.S.-based firms generate a significant amount of revenues outside the U.S. or outside of their primary industry code. Likewise, a significant number of their employees may be offshore and therefore not counted here. This will be especially true in manufacturing-based industries, such as electronics and apparel. CAGR and forecasted revenues are computed based on nominal GDP growth rate forecasts as published by the International Monetary Fund (IMF), as adjusted by Plunkett Research for this specific industry, based on our overall understanding of industry trends.

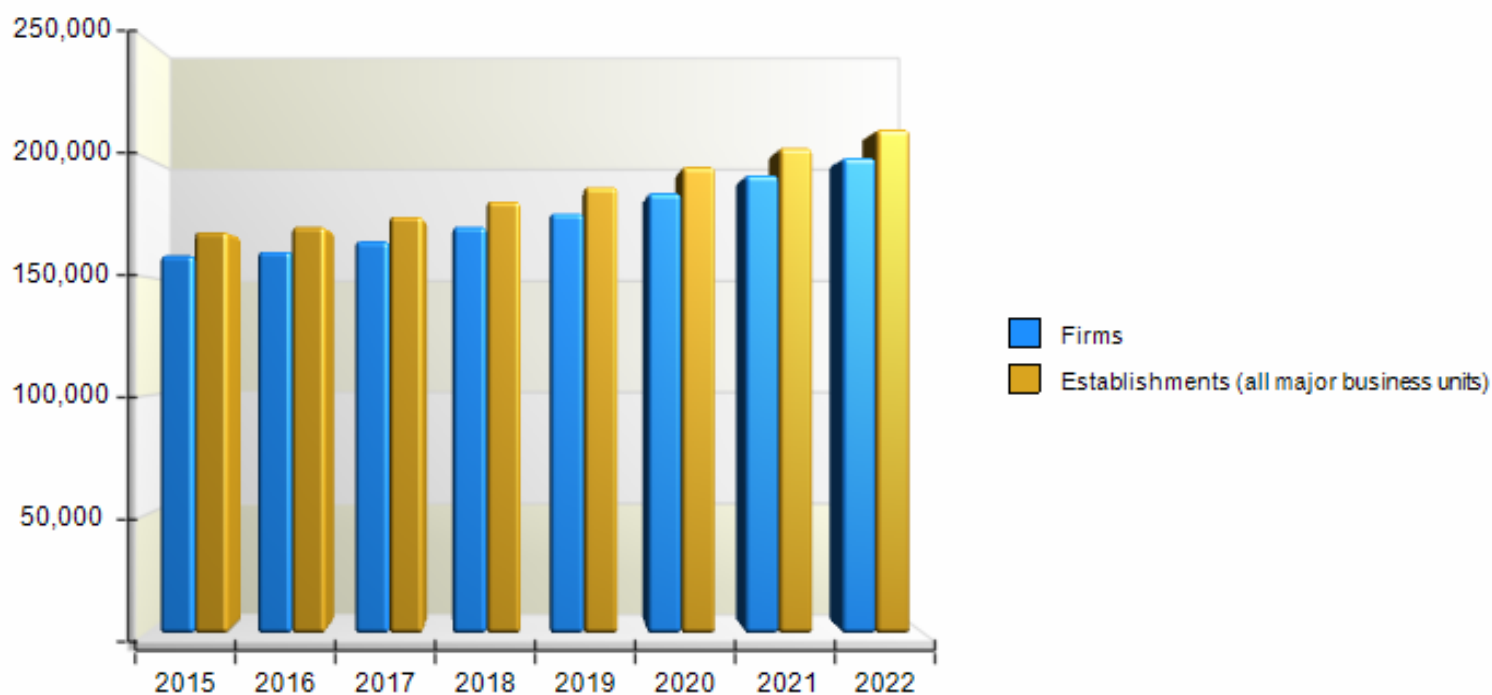


Employment and Establishments

(Where Available)

NAIC 541600**Title Management, Scientific, HR, Environmental and Technical Consulting Services Industry (U.S.)****Industry Population Analyzed, U.S.**

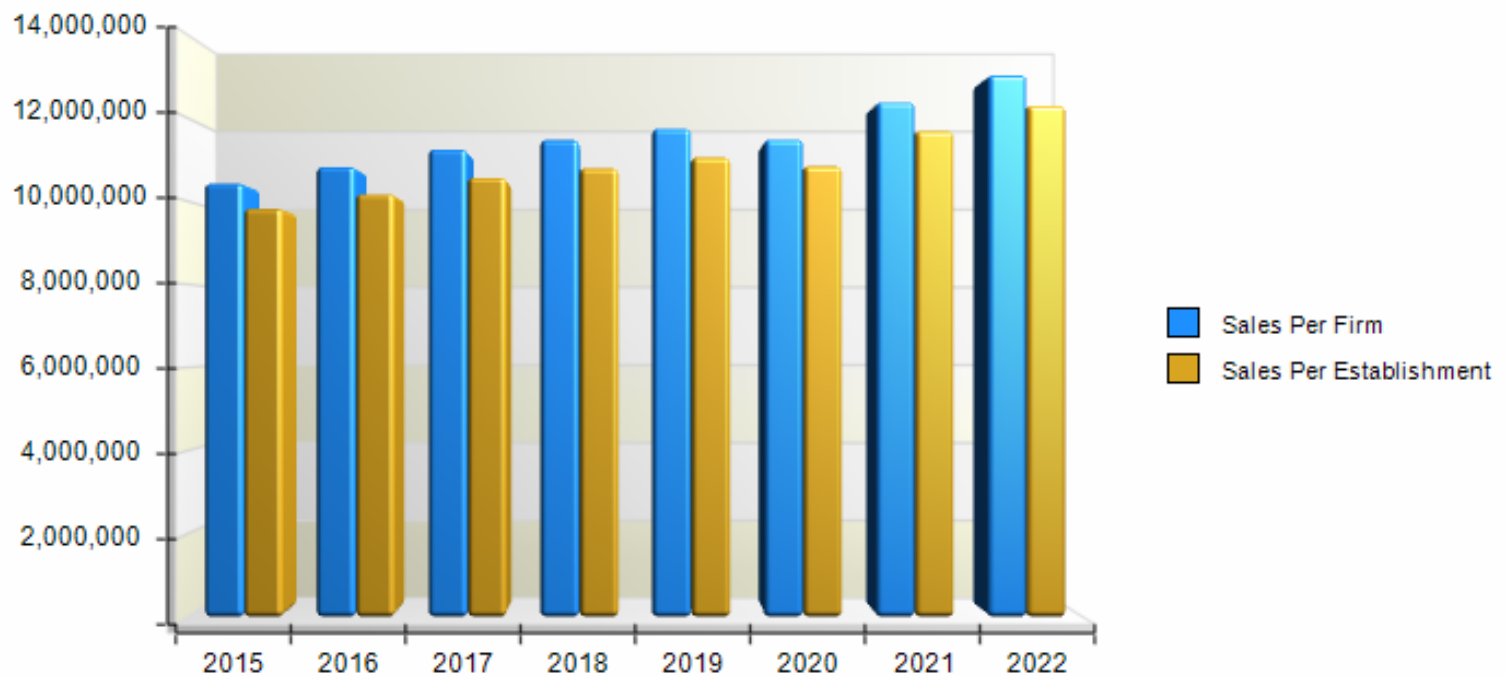
	2015	2016	2017	2018	2019	2020	2021	2022
Firms	158,951	160,742	164,984	171,087	176,784	185,249	192,745	200,057
Establishments (all major business units)	168,804	171,051	175,491	181,849	187,857	196,289	204,232	211,980
Employees	1,318,100	1,394,200	1,433,100	1,481,500	1,534,600	1,527,900	1,642,600	1,786,100
Growth Rate, Employees	3.98 %	5.77 %	2.79 %	3.38 %	3.58 %	-0.44 %	7.51 %	8.74 %

Industry Population (Whole Number)

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

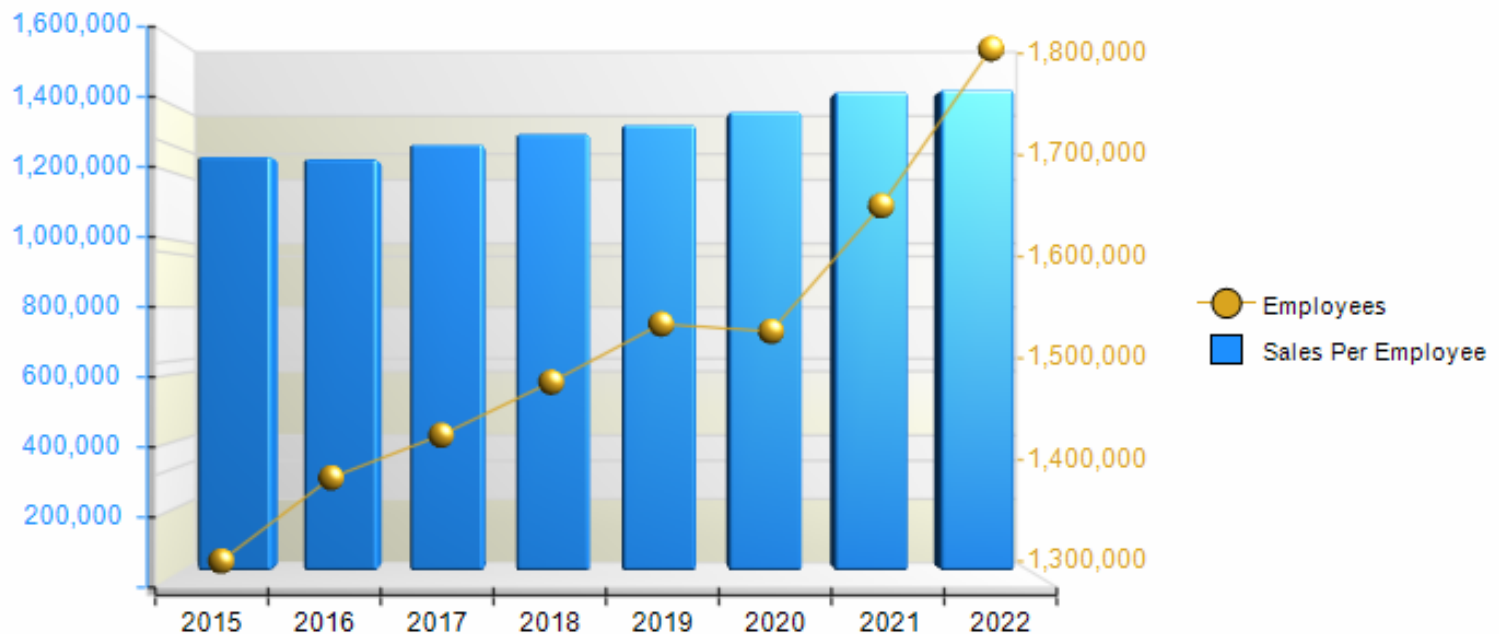
Average Annual U.S. Sales (Whole Number)

Year	Per Firm	Per Establishment (all major business units)
2015	\$10,429,327	\$9,820,573
2016	\$10,832,900	\$10,180,016
2017	\$11,247,745	\$10,574,320
2018	\$11,475,588	\$10,796,452
2019	\$11,751,787	\$11,059,093
2020	\$11,489,212	\$10,843,017
2021	\$12,388,475	\$11,691,702
2022	\$13,035,992	\$12,302,801

Average Annual Sales (Whole Number)

Annual Sales Per U.S. Employee (Whole Number)

Year	Per Employee
2015	\$1,257,683
2016	\$1,248,961
2017	\$1,294,884
2018	\$1,325,227
2019	\$1,353,791
2020	\$1,393,000
2021	\$1,453,680
2022	\$1,460,134

Annual Sales Per Employee (Whole Number), Employees (Whole Number)

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Industry Financial Data, U.S. Introduction

This section of this report provides estimates and forecasts of revenues, employees and other vital statistics for an industry sector, based on NAIC industry codes.

The historical and projected total revenues stated for an industry are for U.S. business operations specific to this NAIC (but not foreign subsidiaries of U.S.-based companies). This report used Plunkett Research algorithms and analysis to estimate and forecast revenues, both historical and for the future. Factors used include GDP growth, growth trends within the specific industry, government agency reports, the latest reported results of publicly-held companies, and industry analysis.

In addition, comparisons are provided between the industry sector for total companies and for publicly-held companies that have the same NAIC code as their primary industry code.

Publicly-held company revenues: You may see much higher total revenues for the public companies as a group than for the primary industry sector itself. This is due to the fact that many companies' financial results include revenues from other industries. (That is, their revenues reflect operations in the primary sector, plus operations in other sectors.) Also, public companies' results may include revenues generated outside of the U.S., in addition to U.S. revenues.

Publicly-held companies' average operating metrics: This section provides average income statement, balance sheet and cash flow items, for several years, for publicly-held, U.S.-based companies. It includes companies that have recently reported at least \$200,000 in annual revenues. (We use this criteria to better benchmark data on companies with actual operations, while eliminating shell companies, SPACs and emerging firms with insignificant revenues but high costs.)

Notes:

1) Publicly-held corporate data: Data availability will vary according to the reporting methods and reporting consistency of the companies involved. While publicly held companies are required by regulatory authorities to file financial reports on a continual basis, many companies fail to meet their reporting obligations in a timely manner due to various circumstances, including financial difficulties or disagreements with their auditors.

2) Industry Codes: NAIC codes (2012 North American Industry Classification codes) are used as a method of categorizing and organizing data for this report. For additional information regarding NAIC codes, see <https://www.census.gov/naics>.

3) Scope of Details Provided: Certain data, such as number of establishments within an industry, or line-item details on expenses for an entire industrial sector, rely heavily on U.S. government agency data. The more the industry is narrowed to a small niche, the less likely it becomes that line-items will be available. Complete details are most often available for higher level NAIC codes, such as 220000 Utilities, than for niche codes, such as 222232 Electric Bulk Power Transmission. Where we believe it will best serve the end user, we have used data from the nearest related NAIC. In such cases, we have noted the NAICs covered.

Revenues, Historical and Projected

NAIC 541600

Title Management, Scientific, HR, Environmental and Technical Consulting Services Industry (U.S.)

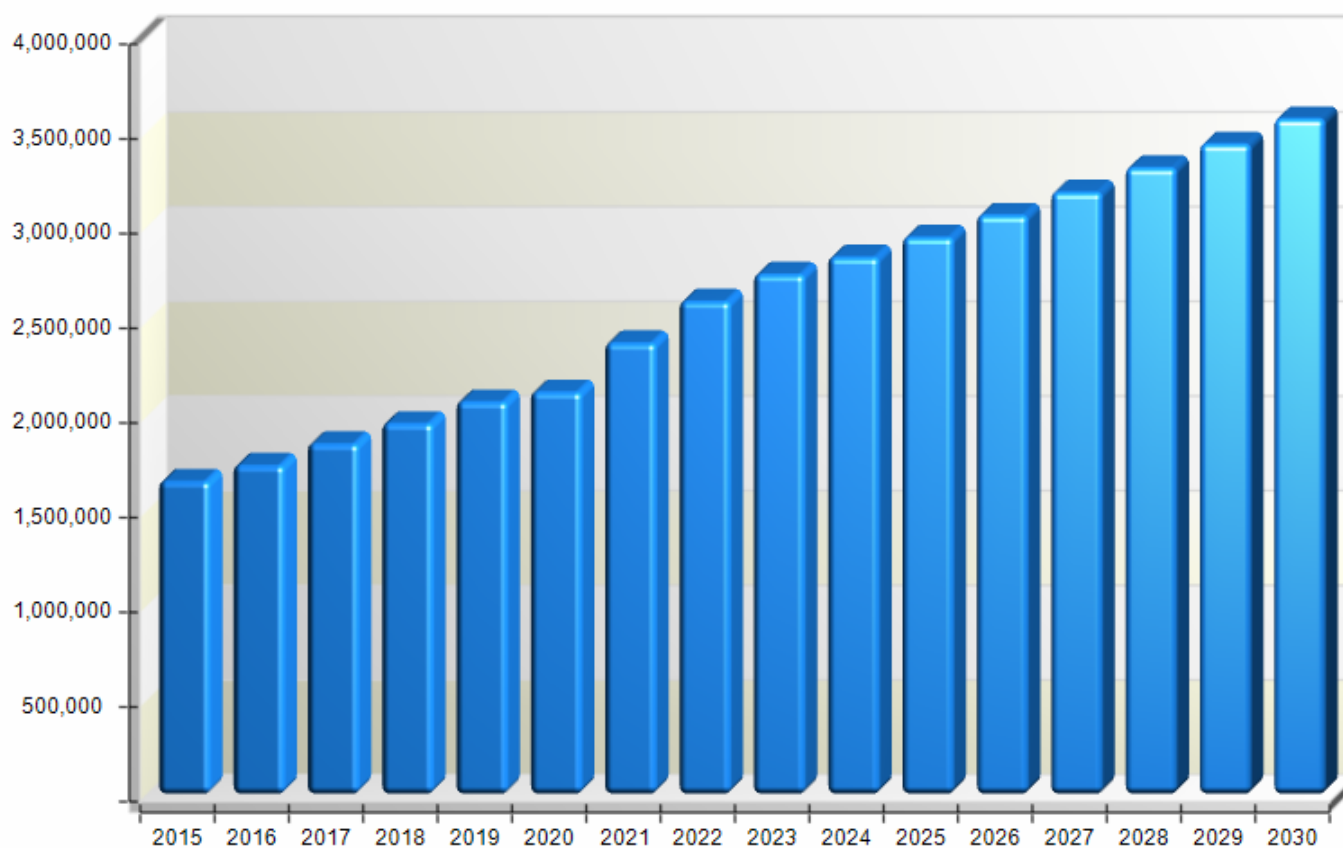
Revenues - Historical (Millions of \$)

	2015	2016	2017	2018	2019	2020	2021	2022
Revenues	\$1,657,752	\$1,741,302	\$1,855,698	\$1,963,324	\$2,077,528	\$2,128,365	\$2,387,814	\$2,607,945
Growth Rate, Revenues		5.04 %	6.57 %	5.80 %	5.82 %	2.45 %	12.19 %	9.22 %

Revenues - Projected (Millions of \$)

	2023	2024	2025	2026	2027	2028	2029	2030
Revenues	\$2,750,314	\$2,841,107	\$2,946,066	\$3,062,503	\$3,184,245	\$3,313,091	\$3,438,784	\$3,572,636
Growth Rate, Revenues	5.46 %	3.30 %	3.69 %	3.95 %	3.98 %	4.05 %	3.79 %	3.89 %

Revenues (Millions of \$)



Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Average Annual Operating Ratio Estimates For the Latest 6 Years Combined

(Publicly-Held Companies)

If data is not available for this specific industry sector, then calculations are made using data for the nearest related industry code.

NAIC 541600

Title Management, Scientific, HR, Environmental and Technical Consulting Services Industry (U.S.)

Revenues (%)

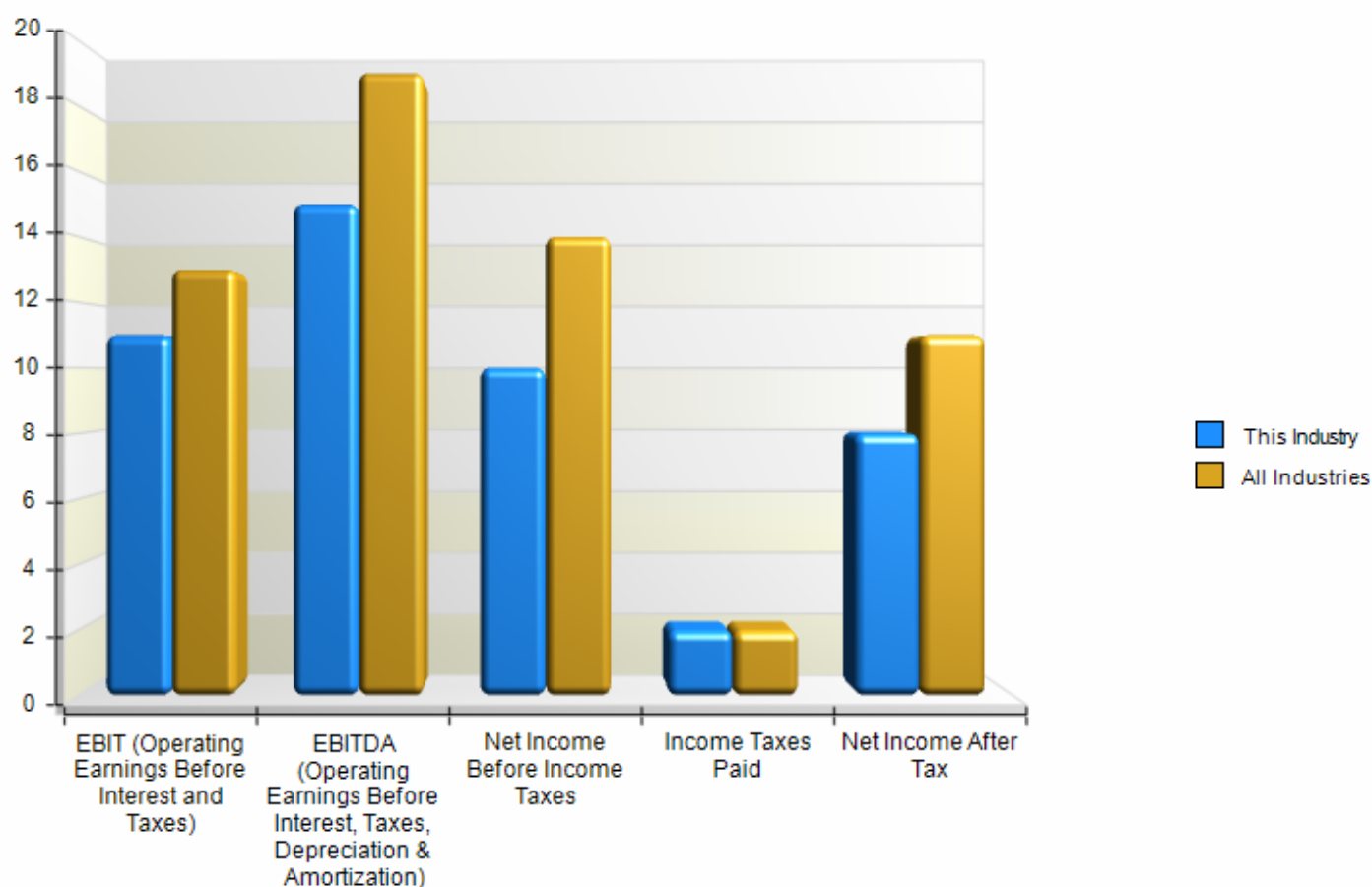
	This Industry	All Industries
Total Revenues		100 %
Non-operating Receipts as % of total revenues:		
--Interest		0.09 %
--Fees and Other Revenues		-0.09 %

Expenses as a % of Total Revenues

	This Industry	All Industries
Cost of Revenue	56.75 %	56.98 %
Salaries and Wages	53.81 %	16.31 %
Pensions, Profit Sharing and Stock Plans	12.07 %	4.78 %
Income Taxes Paid	2.09 %	2.46 %
Selling and Marketing	1.17 %	9.21 %
SGA Expense	28.31 %	16.16 %
Bad Debts		3.45 %
Interest	1.44 %	2.23 %
Other Expenses	0.19 %	10.38 %
Depreciation	2.71 %	4.76 %
Amortization	1.05 %	2.07 %

Profits and Income Taxes as a % of Total Revenues

	This Industry	All Industries
EBIT (Operating Earnings Before Interest and Taxes)	11.19 %	12.75 %
EBITDA (Operating Earnings Before Interest, Taxes, Depreciation & Amortization)	15.09 %	19.29 %
Net Income Before Income Taxes	9.92 %	13.53 %
Income Taxes Paid	2.09 %	2.46 %
Net Income After Tax	8.02 %	10.91 %

Profits and Income Taxes as a % of Total Revenues

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Multiple benchmarking data sets are provided in the section of the report that follows this page.

I. The first three pages in this section enable you to:

1. Compare this industry to the total results of publicly-held, U.S.-based companies with the same primary NAIC code as this industry
2. Compare this industry's metrics to all industries, both in dollar amounts and as a percentage

II. The second portion of this section contains the table of companies used in creating industry averages

III. The third portion of this section is comprised of a time series containing average operating results and financial data for publicly-held, U.S.-based firms in this industry. The data includes:

1. Seven-year time series of Income Statement averages
2. Seven-year time series of Balance Sheet averages
3. Seven-year time series of Cash Flow statement averages

This Industry Compared to All Industries and GDP

(Latest year available)

NAIC 541600

Title Management, Scientific, HR, Environmental and Technical Consulting Services Industry (U.S.)

Revenues (Millions of \$)

	NAIC 5416 All Companies	U.S. GDP	This Industry as a Percent of U.S. GDP	Publicly-Held, U.S. Based Companies with a Primary NAIC Industry Code of 5416 (Total of Domestic and International Revenues)*	All Publicly-Held U.S. Based Companies in All Industries (Total of Domestic and International Revenues)	This Industry as a Percent of All Publicly-Held U.S. based Companies
Total Revenues	\$2,387,814	\$25,464,480	9.38 %	\$284,387	\$18,244,243	1.56 %

Revenues (Millions of \$), This Industry as a Percent of U.S. GDP



Profits and Income Taxes (Millions of \$)

	Publicly-Held U.S. Based Companies in NAIC 5416	All Publicly-Held U.S. Based Companies in All Industries	This Industry as a Percent of All Publicly-Held U.S. based Companies
EBITDA (Operating Earnings Before Interest, Taxes, Depreciation & Amortization)	\$4,225	\$3,026,732	0.14 %
Net Income Before Income Taxes	\$2,778	\$2,446,899	0.11 %
Income Taxes Paid	\$586	\$444,568	0.13 %
Net Income After Tax	\$2,246	\$1,975,205	0.11 %

Net Income After Tax (Millions of \$), This Industry as a Percent of All Industries

Profits and Income Taxes as a Percentage of Revenue (%)

	Publicly-Held U.S. Based Companies in NAIC 5416	All Publicly-Held U.S. Based Companies in All Industries
EBITDA (Operating Earnings Before Interest, Taxes, Depreciation & Amortization)	1.49 %	16.59 %
Net Income Before Income Taxes	0.98 %	13.41 %
Income Taxes Paid	0.21 %	2.44 %
Net Income After Tax	0.79 %	10.83 %

Revenues are estimates. Revenues, profits and income taxes for Publicly-Held companies represent the total for U.S.-based firms that Plunkett Research categorizes as having a primary industry code within this sector.

Companies Used in Creating This Study

NAIC 541600

Title Management, Scientific, HR, Environmental and Technical Consulting Services Industry (U.S.)

(Data are in whole numbers)

Company	Symbol	Employees	Revenue 2021	Revenue 2020	City	State	Country	NAICS
Alight Inc	NYS:ALIT	18,000	\$3,132,000,000		Las Vegas	NV	United States	541612
American Cannabis Company Inc	PINX:AMMJ	7	\$18,808,544	\$2,425,204	Denver	CO	United States	541611
Balance Labs	PINX:BLNC	3	\$247,500	\$624,590	Miami Beach	FL	United States	541618
Booz Allen Hamilton Holding Corporation	NYS:BAH	29,300	\$8,363,700,224	\$7,858,937,856	McLean	VA	United States	541610
Bowman Consulting Group Ltd	NAS:BWMN	1,600	\$261,714,000	\$149,970,000	Reston	VA	United States	541618
comScore Inc	NAS:SCOR	1,556	\$376,423,008	\$367,012,992	Reston	VA	United States	541613
CRA International Inc (Charles River Associates)	NAS:CRAI	939	\$590,900,992	\$565,932,992	Boston	MA	United States	541610
Digital Media Solutions Inc	NYS:DMS	580	\$391,148,000	\$427,935,008	Clearwater	FL	United States	541613
Frontera Group	PINX:FRTG	1	\$372,690	\$0	Carson	NV	United States	541613
FTI Consulting Inc	NYS:FCN	7,635	\$3,028,908,032	\$2,776,221,952	Washington	DC	United States	541610
Hackett Group Inc (The)	NAS:HCKT	1,175	\$293,742,016	\$278,808,992	Miami	FL	United States	541610
Heidrick & Struggles International Inc	NAS:HSII	2,141	\$1,083,586,048	\$1,008,473,984	Chicago	IL	United States	541612
Hubilu Venture	PINX:HBUV			\$1,192,782	Beverly Hills	CA	United States	541618
Huron Consulting Group Inc	NAS:HURN	5,660	\$1,158,961,024	\$926,958,016	Chicago	IL	United States	541610
ICF International Inc	NAS:ICFI	9,000	\$1,779,964,032	\$1,553,048,064	Fairfax	VA	United States	541610
Information Services Group Inc	NAS:III	1,599	\$286,267,008	\$277,832,000	Stamford	CT	United States	541610
Korn/Ferry	NYS:KFY	10,779	\$2,643,454,976	\$1,819,945,984	Los Angeles	CA	United States	541612
McorpCX Inc	PINX:MCCX	3	\$101,409	\$752,167	San Francisco	CA	United States	541613

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Company	Symbol	Employees	Revenue 2021	Revenue 2020	City	State	Country	NAICS
National Research Corp	NAS:NRC	491	\$151,568,000	\$147,954,000	Lincoln	NE	United States	541613
Quad M Solutions Inc	PINX:MMMM	3	\$54,892,680	\$12,034,752	Edgewater	NJ	United States	541612
R1 RCM Inc	NAS:RCM	27,800	\$1,806,400,000	\$1,474,599,936	Chicago	IL	United States	541610
Resources Connection Inc	NAS:RGP	4,259	\$805,017,984	\$629,516,032	Irvine	CA	United States	541612
Verisk Analytics Inc	NAS:VRSK	7,000	\$2,496,999,936	\$2,998,599,936	Jersey City	NJ	United States	541612

Industry Results, Publicly-Held Companies (U.S.) Averages

Average of Companies Reporting \$200,000 or More in Recent Revenues

NAIC 541600

Title Management, Scientific, HR, Environmental and Technical Consulting Services Industry (U.S.)

Income Statement (Whole \$) Note: Delays in reporting may affect latest year.

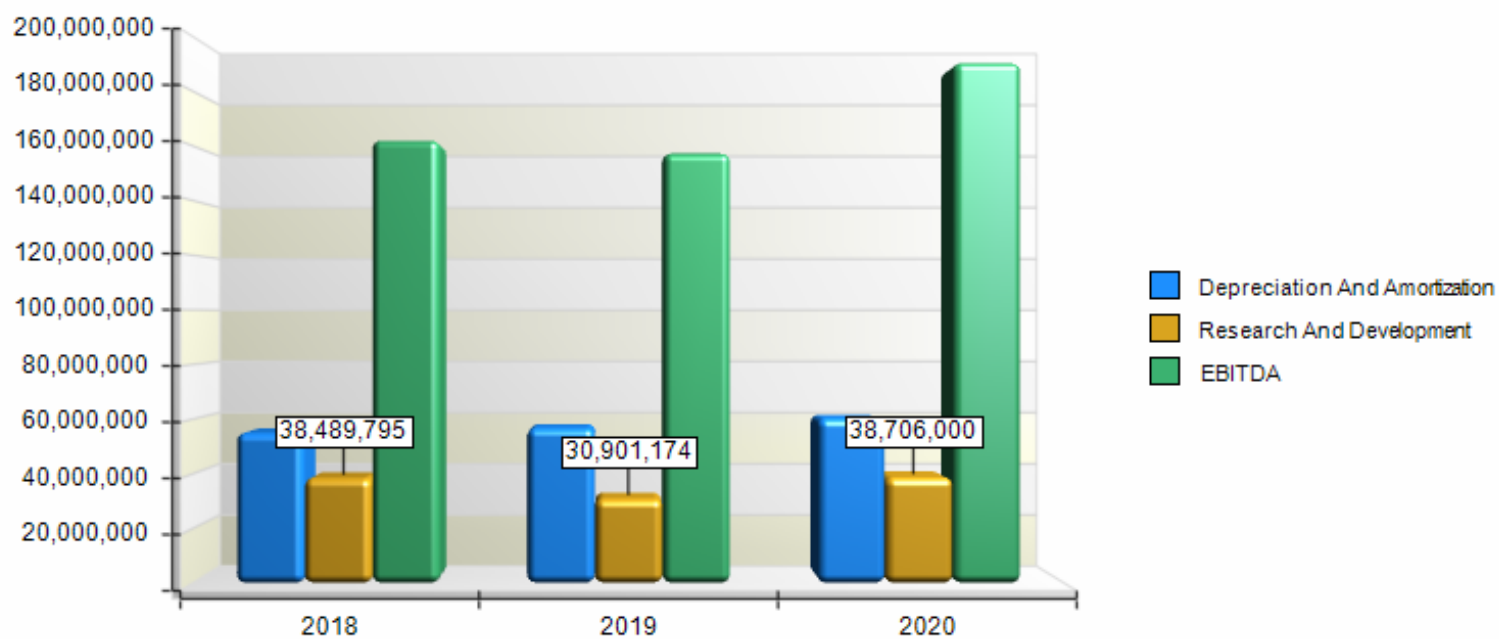
\$USD, In whole numbers, except marked %	2016 Average of 20 Companies	2017 Average of 20 Companies	2018 Average of 22 Companies	2019 Average of 23 Companies	2020 Average of 23 Companies	2021 Average of 23 Companies	2022 Average of 23 Companies
Total Revenue	783,313,174	826,833,894	944,819,348	1,006,315,516	1,036,664,408	990,545,254	1,248,989,469
Cost Of Revenue	400,324,413	480,217,514	566,652,591	549,371,300	572,726,438	540,623,726	693,192,013
%	43.44	52.27	51.80	47.47	52.84	52.21	55.50
Gross Profit	424,215,785	492,528,219	527,348,414	502,685,680	511,013,633	494,917,929	612,558,427
%	46.03	53.61	48.20	43.44	47.15	47.79	49.04
Operating Expenses							
SGA Expense	279,193,653	305,125,481	317,048,886	336,595,933	334,540,122	319,383,782	399,534,164
%	30.30	33.21	28.98	29.09	30.87	30.84	31.99
R&D Expense	43,488,777	44,512,702	38,489,795	61,802,000	12,902,000	10,179,519	28,700,500
%	4.72	4.85	3.52	5.34	1.19	0.98	2.30
Other Operating Expenses	16,316,633	17,139,054	31,858,020	28,920,085	8,702,374	14,769,777	19,890,418
%	1.77	1.87	2.91	2.50	0.80	1.43	1.59
Restructuring and Merger/Acquisition Costs	10,484,167	12,169,167	5,335,714	8,126,143	25,027,250	11,142,571	24,957,375
%	1.14	1.32	0.49	0.70	2.31	1.08	2.00
Amortization	27,068,833	28,167,667	31,402,333	32,247,500	26,020,000	26,696,200	28,896,400
%	2.94	3.07	2.87	2.79	2.40	2.58	2.31
Total Operating Expenses	305,994,452	334,433,701	354,242,620	373,642,161	368,269,746	345,296,131	444,381,957
%	33.20	36.40	32.38	32.29	33.98	33.34	35.58
Operating Income	97,010,538	84,215,306	101,194,947	107,187,769	120,569,392	128,130,783	141,554,259
%	10.53	9.17	9.25	9.26	11.12	12.37	11.33
Misc Other Special Charges	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-
Interest Expense	15,815,241	15,610,239	30,500,483	31,544,199	33,112,295	15,466,549	25,376,219
%	1.72	1.70	2.79	2.73	3.06	1.49	2.03

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Gain On Sale Of Security	1,945,090	727,857	630,006	(446,724)	(498,336)	(350,987)	2,384,256
%	0.21	0.08	0.06	-0.04	-0.05	-0.03	0.19
Other Income (expense)	(652,730)	(30,619,348)	(2,003,190)	(14,535,869)	(11,910,396)	(7,974,851)	7,592,218
%	-0.07	-3.33	-0.18	-1.26	-1.10	-0.77	0.61
Pre-Tax Income	84,475,815	47,035,610	75,327,331	68,037,762	82,827,589	107,699,732	127,914,566
%	9.17	5.12	6.89	5.88	7.64	10.40	10.24
Income Taxes	32,855,889	20,986,882	27,474,294	21,349,050	20,726,650	25,263,600	36,619,263
%	3.57	2.28	2.51	1.84	1.91	2.44	2.93
Net Income from Continuous Operations	54,987,067	29,213,413	54,097,197	49,473,371	64,804,416	85,731,388	97,663,868
%	5.97	3.18	4.94	4.28	5.98	8.28	7.82
Net Income for Common Stockholders	56,032,517	28,113,399	52,806,165	48,327,493	64,342,726	61,647,548	93,933,610
%	6.08	3.06	4.83	4.18	5.94	5.95	7.52
Earnings per Share							
Basic Earnings per Share	0.65	-0.05	0.99	0.62	0.70	1.54	1.36
Diluted Earnings per Share	0.63	-0.07	0.96	0.58	0.67	1.50	1.31
Weighted Average Shares							
Basic Average Shares	48,478,216	59,539,667	74,731,916	72,371,261	73,024,669	65,891,918	83,979,051
Diluted Average Shares	49,149,116	60,157,632	75,417,923	72,932,604	76,235,935	66,472,967	84,434,310
Common Dividend	0.37	0.47	0.54	0.65	0.63	0.66	0.77
Other							
Depreciation And Amortization	29,396,695	32,682,365	46,358,132	45,762,365	52,618,678	42,792,582	66,010,507
Promotion And Advertising	-	-	-	-	-	-	-
Research And Development	43,488,777	44,512,702	38,489,795	61,802,000	12,902,000	10,179,519	28,700,500
Salaries And Wages	189,141,267	183,016,504	177,419,864	172,151,956	177,322,331	159,733,670	234,985,341
EBITDA	127,469,065	105,669,442	140,020,877	134,964,787	164,017,614	156,928,701	209,210,145

% = Percentage of Total Revenues

Other Costs and EBITDA (Whole Number \$)



Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Balance Sheet (Whole \$)

\$USD, In whole numbers, except marked %	2016 Average of 20 Companies	2017 Average of 21 Companies	2018 Average of 21 Companies	2019 Average of 23 Companies	2020 Average of 23 Companies	2021 Average of 24 Companies	2022 Average of 23 Companies
Assets							
Current Assets							
Cash	10,840,702	75,913,361	118,829,389	101,448,848	148,648,384	159,792,464	150,985,084
Cash And Cash Equivalents	75,000,660	76,190,904	87,329,971	97,479,863	145,952,577	161,798,746	144,425,900
Short-Term Investments	17,026,750	4,363,000	4,764,333	25,140,667	30,975,000	21,405,686	107,853,933
Total Cash	102,868,112	156,467,266	210,923,693	224,069,378	325,575,961	342,996,896	403,264,918
Receivables	188,304,084	198,001,506	225,064,677	279,528,147	249,054,497	239,739,676	287,561,992
Inventory	42,500	35,757	61,005	53,310	62,402	278,608	352,971
Deferred Income Taxes	-	-	-	-	-	-	-
Prepaid Expenses	19,916,600	17,102,942	18,925,998	22,169,644	25,510,711	45,809,446	44,413,955
Other Current Assets	13,697,500	15,038,700	18,274,400	15,767,571	21,075,333	21,104,960	24,880,059
Total Current Assets	248,353,113	255,457,649	291,143,044	379,276,280	443,950,231	488,980,237	554,788,651
%	28.58	28.12	29.95	29.78	31.77	30.30	29.45
Non-Current Assets							
Gross Property, Plant & Equipment	144,585,646	164,846,570	187,009,681	244,937,642	284,018,478	268,431,229	284,197,145
Accumulated Depreciation	(89,308,056)	(99,731,979)	(112,376,058)	(115,395,122)	(124,707,764)	(117,788,738)	(128,554,330)
Net Property, Plant & Equipment	52,237,065	65,114,592	74,633,627	135,312,282	165,546,106	156,531,924	162,070,533
%	6.01	7.17	7.68	10.62	11.85	9.70	8.60
Goodwill	649,807,385	664,538,138	684,697,066	715,398,474	709,077,720	698,498,679	834,837,069
Intangible Assets	158,357,785	182,180,233	145,758,525	243,588,577	233,320,105	331,076,518	384,712,427
Other Long Term Assets	-	-	-	-	-	-	-
Total Non Current Assets	620,772,742	652,923,924	681,112,808	894,385,635	953,420,399	1,124,642,612	1,329,002,197
Total Assets	869,125,841	908,381,551	972,255,836	1,273,661,923	1,397,370,634	1,613,622,829	1,883,796,779
Liabilities and stockholders' equity							
Current Liabilities							
Short-Term Debt	31,450,727	94,621,846	112,479,988	58,109,892	56,867,801	76,069,812	115,168,666
Accounts Payable	25,586,517	28,388,379	34,592,505	43,156,930	41,958,599	38,854,296	53,898,698

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Deferred Revenues	44,473,572	46,758,690	47,450,837	60,527,560	60,579,276	48,478,688	49,265,939
Accrued Liabilities	19,008,882	22,916,886	21,588,140	85,315,421	105,236,200	119,148,569	151,175,378
Total Current Liabilities	179,114,382	219,637,461	245,127,514	311,148,523	333,521,216	369,490,115	450,076,834
%	27.48	34.93	36.51	30.78	30.94	35.81	37.08
Non-Current Liabilities							
Long Term Debt	545,430,224	509,537,445	403,597,472	617,728,622	689,457,503	620,492,415	646,672,338
Deferred Tax Liability	-	-	-	0	7,008,500	6,118,500	0
Minority Interest	1,332,000	1,309,871	1,483,414	894,719	(8,452,388)	158,949,000	127,494,200
Pensions & Other Benefits	78,796,500	84,147,000	85,695,500	85,478,500	88,935,500	27,796,500	26,652,000
Other Non Current Liabilities	25,431,000	34,150,712	33,139,997	27,604,419	35,859,898	90,971,867	74,053,267
Total Non Current Liabilities	-	-	-	-	-	-	-
%	-	-	-	-	-	-	-
Stockholders' Equity							
Common Stock	38,039,003	35,452,459	43,003,086	30,474,394	25,691,100	24,582,754	22,244,723
Additional Paid In Capital	355,363,568	339,362,496	368,338,721	359,890,504	346,583,570	550,241,951	711,534,601
Retained Earnings	245,195,841	258,150,978	300,291,548	300,386,594	349,228,223	395,972,960	466,055,583
Preferred Stock	0	0	0	7,273	22,647	30,782	15,155
Treasury Stock	(361,861,630)	(405,788,372)	(477,688,180)	(489,394,337)	(542,216,505)	(528,929,207)	(655,745,265)
Total Stockholders' Equity	356,899,081	357,287,190	386,075,752	389,714,312	413,881,153	589,592,374	696,846,050
Total Liabilities & Shareholders' Equity	1,008,591,528	986,045,395	1,057,536,751	1,400,648,621	1,492,005,023	1,621,279,943	1,910,548,306

% = Percentage of Total Assests or % of Total Liabilities

Cash Flow (Whole \$)

\$USD, In whole numbers, except marked %	2016 Average of 20 Companies	2017 Average of 20 Companies	2018 Average of 22 Companies	2019 Average of 23 Companies	2020 Average of 23 Companies	2021 Average of 23 Companies	2022 Average of 23 Companies
Operating Cash Flow							
Net Income	-	-	-	-	-	-	-
Depreciation And Amortization	29,396,695	32,682,365	46,358,132	45,762,365	52,618,678	42,792,582	66,010,507
Investment/Asset Impairment	295,907	34,021,475	1,197,227	32,106,705	9,003,708	8,976,147	33,225,290
Deferred Income Taxes	11,029,846	(9,339,000)	2,640,500	(1,609,529)	3,878,294	19,979,875	(26,118,353)
Stock Based Compensation	-	-	-	-	-	-	-
Accounts Receivable	(4,120,493)	(15,633,914)	(21,241,712)	(27,096,156)	4,220,746	(12,999,539)	(41,580,578)
Cash From Discontinued Operating Activities	1,313,000	(146,000)	1,379,000	(4,000)	(172,000)	(7,000)	0
Change In Inventory	24,935	6,743	(25,248)	7,695	(9,092)	(144,034)	(74,363)
Change In Account Payable	2,994,703	3,183,296	9,550,475	9,634,464	169,035	6,777,030	22,143,524
Prepaid Expenses	(2,219,377)	(1,557,541)	(2,746,439)	(3,171,549)	(5,216,466)	(3,408,045)	(5,378,443)
Accrued Liabilities	1,461,148	3,128,975	10,521,107	2,685,395	3,583,868	22,160,342	9,273,497
Income Tax Payable	686,000	205,000	14,769,500	213,000	391,500	(1,932,000)	9,255,000
Other Working Capital	(26,916,743)	5,010,588	(6,323,910)	(2,134,546)	(10,583,214)	(16,779,210)	(20,876,942)
Other Non Cash Items	1,759,642	8,926,184	3,804,726	5,377,785	10,185,086	5,509,416	5,117,453
Operating Cash Flow	68,682,614	88,377,020	105,230,100	121,026,639	133,488,326	148,884,462	145,791,191
%	5.51	7.09	8.13	9.69	10.69	13.35	11.67
Cash Flow from Investing							
Capital Expenditure	(21,029,240)	(27,921,424)	(32,838,544)	(34,250,501)	(36,078,848)	(31,210,862)	(42,611,399)
Acquisitions, net	12,967,665	(100,615,466)	(60,283,750)	(94,054,462)	(52,993,396)	(68,145,441)	(103,541,798)
Purchase Of Investments	(19,535,250)	(2,821,000)	(35,277,167)	(30,173,600)	(43,093,400)	(17,637,953)	(89,709,750)
Sales/Maturities of Investments	13,214,833	19,522,400	25,407,400	21,381,250	70,923,000	45,252,500	46,915,500
Net Other Investing Changes	8,588,167	(731,350)	2,981,357	(4,970,500)	(2,007,592)	144,539	(2,826,910)
Cash Flow from Investing	(5,996,226)	(88,148,737)	(65,335,838)	(93,943,888)	(73,035,395)	(70,909,900)	(125,830,736)
%	-0.48	-7.07	-5.05	-7.52	-5.85	-6.36	-10.07
Financing Cash Flow							
Issuance Of Debt	75,769,141	238,191,607	131,513,362	160,208,456	259,903,873	206,062,633	270,566,197

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Repayment Of Debt	(106,202,893)	(147,339,320)	(112,606,773)	(134,066,666)	(216,286,770)	(186,644,615)	(154,074,150)
Common Stock Repurchased	(50,688,750)	(65,314,182)	(71,866,001)	(62,460,923)	(76,059,866)	(85,766,785)	(178,053,798)
Common Stock Issued	2,834,531	1,377,190	34,023,443	5,357,833	3,398,913	9,866,149	8,305,952
Cash Dividends Paid	(18,085,444)	(18,998,778)	(19,367,800)	(37,330,091)	(34,862,667)	(42,951,455)	(48,782,454)
Other Financing Activities	(2,962,179)	(1,476,031)	(32,255,190)	(666,622)	6,050,375	(11,988,808)	(1,470,937)
Financing Cash Flow	(66,022,278)	63,336	(56,339,249)	(19,386,987)	(1,501,459)	(51,076,788)	(41,808,277)
%	-5.29	0.01	-4.35	-1.55	-0.12	-4.58	-3.35
Other							
Effect of Changes in Currency Exchange Rates	(3,150,615)	1,478,308	(1,126,500)	(592,286)	1,095,929	901,846	(8,688,286)
Net Change in Cash	(2,736,270)	4,699,056	(11,434,976)	12,623,195	65,019,126	33,665,248	(9,088,263)
Beginning Cash Position	80,191,431	75,432,110	136,361,545	119,490,402	131,739,892	127,823,324	232,353,944
End Cash Position	75,407,260	81,092,066	130,668,628	131,740,032	194,599,186	160,534,604	217,977,163

% = Percentage of Total Revenues

Top 10* Companies Profiled & Ranked

This section consists of multiple data sets, designed to:

- Help the user understand the financial results of the top firms within a sector.
- Compare the results of specific top firms to their peers and to industry averages.

The data sets include:

- 1) A rankings page (ranks for revenues, ROE, ROA, and six additional ranks)
- 2) A summary listing of all U.S. companies in the Plunkett Research database that have primary NAICs for this industry sector
- 3) Financial results comparisons for top companies
 - a) This data includes an income statement, balance sheet and cash flow statement for specific companies, latest year
 - b) It is separated into two groups of up to 5 companies each. The companies are listed in order of revenues.
 - c) The user may compare companies to each other, and to industry averages.
- 4) A profiles section (In-depth descriptions, executive listings and summary financial results)

*Note: For some NAIC codes, there are fewer than 10 major companies reporting results that include this NAIC as their primary industry codes. In such cases, a smaller number of companies will be shown.

Top Companies Ranked, U.S.**(2021 or latest year available data)****This list may include private companies in the following categories: Total Revenue, Employee Count and Net Income.****Also, the list may include companies in closely related sectors.****NAIC 541600****Title Management, Scientific, HR, Environmental and Technical Consulting Services Industry (U.S.)****Approximate Market Cap**

1. Verisk Analytics Inc	35,128,460,000
2. Booz Allen Hamilton Holding Corporation	14,848,530,000
3. R1 RCM Inc	7,222,845,000
4. FTI Consulting Inc	6,323,335,000
5. Syneos Health Inc	4,431,921,000
6. Alight Inc	3,844,813,000
7. Korn/Ferry	2,731,783,000
8. ICF International Inc	2,541,110,000
9. Huron Consulting Group Inc	1,901,468,000
10. National Research Corp	1,026,932,000

Employee Count

1. Deloitte Consulting LLP	70,000
2. McKinsey & Company Inc	39,500
3. Booz Allen Hamilton Holding Corporation	31,900
4. Boston Consulting Group Inc (The, BCG)	30,000
5. R1 RCM Inc	27,800
6. Mercer LLC	25,000
7. Alight Inc	18,000
8. Bain & Company Inc	18,000
9. RSM US LLP	17,000
10. ZS Associates Inc	12,000

Total Revenue

1. McKinsey & Company Inc	15,400,000,000
2. Boston Consulting Group Inc (The, BCG)	11,700,000,000
3. Booz Allen Hamilton Holding Corporation	8,363,700,224
4. Bain & Company Inc	6,000,000,000
5. Mercer LLC	5,569,000,000
6. RSM US LLP	3,670,000,000
7. Alight Inc	3,132,000,000
8. NERA Economic Consulting	3,060,000,000
9. FTI Consulting Inc	3,028,908,032
10. Oliver Wyman Group	2,800,000,000

Net Income

1. Verisk Analytics Inc	953,900,000
2. Booz Allen Hamilton Holding Corporation	271,791,000
3. Syneos Health Inc	266,497,000
4. FTI Consulting Inc	235,514,000
5. Korn/Ferry	209,529,000
6. Heidrick & Struggles International Inc	79,486,000
7. Huron Consulting Group Inc	75,552,000
8. ICF International Inc	64,243,000
9. Resources Connection Inc	54,359,000
10. CRA International Inc (Charles River Associates)	43,619,000

3-Year Revenue Growth (%)**3-Year Income Growth (%)**

Ranks not available

Return on Assets (%)

1. Connexus Corp	5.73
2. Umatrin Holding Ltd	0.24
3. National Research Corp	0.22
4. Hackett Group Inc (The)	0.21
5. Verisk Analytics Inc	0.13
6. Resources Connection Inc	0.12
7. Korn/Ferry	0.10
8. Information Services Group Inc	0.08
9. Booz Allen Hamilton Holding Corporation	0.08
10. CRA International Inc (Charles River Associates)	0.08

Ranks not available

Return on Equity (%)

1. Booz Allen Hamilton Holding Corporation	0.44
2. Verisk Analytics Inc	0.42
3. National Research Corp	0.40
4. Hackett Group Inc (The)	0.40
5. Korn/Ferry	0.22
6. Heidrick & Struggles International Inc	0.21
7. CRA International Inc (Charles River Associates)	0.21
8. Information Services Group Inc	0.20
9. Resources Connection Inc	0.19
10. FTI Consulting Inc	0.14

Return on Invested Capital (%)

1. National Research Corp	0.32
2. Hackett Group Inc (The)	0.31
3. Verisk Analytics Inc	0.18
4. Heidrick & Struggles International Inc	0.17
5. Korn/Ferry	0.16
6. Resources Connection Inc	0.16
7. CRA International Inc (Charles River Associates)	0.13
8. Booz Allen Hamilton Holding Corporation	0.13
9. Information Services Group Inc	0.12
10. FTI Consulting Inc	0.11

Compare Top Publicly-Held Companies to Industry Average, 2021*

NAIC 541600

Title Management, Scientific, HR, Environmental and Technical Consulting Services Industry (U.S.)

* Note: If 2021 data is not available, we are providing the previous year instead.

Group Number 1

Income Statement (Whole \$), % = Percent of Total Revenues

\$USD, In whole numbers, except marked %	Booz Allen Hamilton Holding Corporation	Alight Inc	FTI Consulting Inc	Korn/Ferry	Verisk Analytics Inc	Industry Average of 23 Companies
Total Revenue	8,363,700,224	3,132,000,000	3,028,908,032	2,643,454,976	2,496,999,936	1,248,989,469
Cost Of Revenue	3,899,621,888	2,136,000,000	2,065,976,960	131,136,000	824,600,000	693,192,013
Gross Profit	4,464,077,824	996,000,000	962,931,008	2,512,318,976	1,672,400,000	612,558,427
Operating Expenses						
General & Administrative Costs	3,633,149,952	-	641,070,016	1,978,723,968	-	551,722,309
SGA Expense	3,633,149,952	671,000,000	641,070,016	1,978,723,968	381,500,000	399,534,164
R&D Expense	-	-	-	-	-	28,700,500
Other Operating Expenses	145,746,944	339,000,000	3,866,992	63,521,024	238,599,968	19,890,418
Restructuring and Merger/Acquisition Costs	-	-	7,058,000	0	-	24,957,375
Amortization	-	-	9,643,000	-	74,400,000	28,896,400
Total Operating Expenses	3,778,896,896	1,010,000,000	651,995,008	2,042,244,992	620,099,968	444,381,957
Operating Income	685,180,992	(14,000,000)	310,936,000	470,073,984	1,052,300,032	141,554,259
Misc Other Special Charges	-	-	-	-	-	-
Interest Expense	70,198,000	122,000,000	10,047,000	25,293,000	138,800,000	25,376,219
Gain On Sale Of Security	(17,535,000)	38,000,000	57,000	-	(5,300,000)	2,384,256
Other Income (expense)	(6,321,000)	95,000,000	(7,759,000)	(11,880,000)	348,900,000	7,592,218
Pre-Tax Income	604,043,008	(41,000,000)	297,748,992	432,900,992	1,262,400,000	127,914,566
Income Taxes	137,466,000	31,000,000	62,235,000	102,056,000	220,300,000	36,619,263
Net Income from Continuous Operations	466,576,992	(72,000,000)	235,514,000	330,844,992	1,042,099,968	97,663,868

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Net Income for Common Stockholders	466,740,000	(62,000,000)	235,514,000	319,016,992	953,900,032	93,933,610
Earnings per Share						
Basic Earnings per Share	3.46	-0.14	6.99	6.04	6.04	1.36
Diluted Earnings per Share	3.44	-0.14	6.58	5.98	6.00	1.31
Weighted Average Shares						
Basic Average Shares	134,134,032	458,558,208	33,693,000	52,807,000	157,905,712	83,979,051
Diluted Average Shares	134,850,816	458,558,208	35,783,000	53,401,000	158,928,944	84,434,310
Common Dividend	1.54	-	-	0.48	1.24	0.77

Balance Sheet (Whole \$), % = Percent of Total Assets or Total Liabilities

\$USD, In whole numbers, except marked %	Booz Allen Hamilton Holding Corporation	Alight Inc	FTI Consulting Inc	Korn/Ferry	Verisk Analytics Inc	Industry Average of 23 Companies
Assets						
Current Assets						
Cash	-	-	-	874,489,984	-	150,985,084
Cash And Cash Equivalents	695,910,016	250,000,000	491,688,000	978,070,016	112,500,000	144,425,900
Short-Term Investments	-	-	-	57,244,000	-	107,853,933
Total Cash	695,910,016	250,000,000	491,688,000	1,909,804,000	112,500,000	403,264,918
Receivables	1,622,989,056	827,000,000	934,409,984	622,144,000	334,300,000	287,561,992
Deferred Income Taxes	-	-	-	-	-	-
Prepaid Expenses	126,777,000	68,000,000	46,895,000	-	83,700,000	44,413,955
Inventory	-	-	-	-	-	352,971
Other Current Assets	-	119,000,000	37,609,000	102,512,000	32,000,000	24,880,059
Total Current Assets	2,445,676,032	2,816,000,000	1,510,601,984	1,759,970,048	925,100,032	554,788,651
Non-Current Assets						
Gross Property, Plant & Equipment	684,118,976	512,000,000	524,048,000	626,307,008	1,574,400,000	284,197,145
Accumulated Depreciation	(254,659,008)	(106,000,000)	(166,818,000)	(320,400,992)	(850,899,968)	(128,554,330)
Net Property, Plant & Equipment	429,460,000	406,000,000	357,230,016	305,905,984	723,500,032	162,070,533
Goodwill	2,021,931,008	3,679,000,064	1,227,592,960	725,592,000	1,676,000,000	834,837,069
Intangible Assets	646,681,984	3,872,000,000	25,514,000	89,770,000	504,800,000	384,712,427
Other Long Term Assets	-	-	-	-	-	-
Total Non Current Assets	3,579,898,880	8,418,999,808	1,730,804,992	1,704,576,000	6,035,999,744	1,329,002,197
Total Assets	6,025,574,912	11,235,000,320	3,241,406,976	3,464,546,048	6,961,099,776	1,883,796,779
Liabilities and stockholders' equity						
Liabilities						
Current Liabilities						
Short-Term Debt	68,379,000	31,000,000	-	-	1,390,000,000	115,168,666
Accounts Payable	539,523,968	-	20,265,000	50,932,000	128,700,000	53,898,698

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Deferred Revenues	26,747,000	141,000,000	53,646,000	-	321,700,000	49,265,939
Accrued Liabilities	45,244,000	1,608,999,936	34,075,000	-	282,300,000	151,175,378
Total Current Liabilities	1,533,954,048	2,348,000,000	769,491,008	984,225,024	2,319,200,000	450,076,834
Non-Current Liabilities						
Long Term Debt	2,731,693,056	2,792,000,000	315,172,000	395,476,992	2,341,900,032	646,672,338
Deferred Tax Liability	-	-	-	-	-	0
Minority Interest	651,000	650,000,000	-	5,243,000	18,400,000	127,494,200
Pensions & Other Benefits	-	-	-	-	-	26,652,000
Other Non Current Liabilities	147,359,008	719,000,000	91,045,000	24,153,000	17,900,000	74,053,267
Total Non Current Liabilities	-	-	-	-	-	-
Total Liabilities As Reported	-	-	-	-	-	-
Stockholders' Equity						
Additional Paid In Capital	656,222,016	4,513,999,872	0	-	2,720,800,000	711,534,601
Common Stock	1,646,000	0	340,000	502,008,000	100,000	22,244,723
Retained Earnings	2,015,070,976	(158,000,000)	1,858,103,040	1,134,523,008	5,999,099,904	466,055,583
Preferred Stock	-	0	0	-	-	15,155
Treasury Stock	(1,635,453,952)	(12,000,000)	0	0	(6,239,499,776)	(655,745,265)
Total Stockholders' Equity	1,046,070,016	4,439,000,064	1,681,720,960	1,544,345,984	1,749,299,968	696,846,050

Cash Flow (Whole \$), % = Percent of Total Assets or Total Liabilities

\$USD, In whole numbers, except marked %	Booz Allen Hamilton Holding Corporation	Alight Inc	FTI Consulting Inc	Korn/Ferry	Verisk Analytics Inc	Industry Average of 23 Companies
Operating Cash Flow	736,526,016	286,000,000	188,794,000	501,657,984	1,059,000,000	145,791,191
Net Income	-	-	-	-	-	-
Depreciation And Amortization	145,747,008	395,000,000	45,541,000	63,521,000	340,000,000	66,010,507
Investment/Asset Impairment	-	-	-	9,307,000	377,400,000	33,225,290
Deferred Income Taxes	(130,197,000)	(15,000,000)	(10,456,000)	(16,963,000)	(261,000,000)	(26,118,353)
Stock Based Compensation	-	-	-	-	-	-
Accounts Receivable	(154,652,000)	(136,000,000)	(183,070,000)	(134,658,000)	(57,700,000)	(41,580,578)
Cash From Discontinued Operating Activities	-	-	-	-	-	0
Change In Inventory	-	-	-	-	-	(74,363)
Change In Account Payable	194,827,008	-	8,430,000	191,447,008	-	22,143,524
Prepaid Expenses	(19,489,000)	-	459,000	(9,534,000)	(8,400,000)	(5,378,443)
Accrued Liabilities	(27,588,000)	-	-	-	(72,900,000)	(13,920,255)
Income Tax Payable	-	-	-	12,751,000	-	9,255,000
Other Working Capital	137,747,008	(158,000,000)	(131,299,000)	58,027,000	(23,500,000)	(20,876,942)
Other Non CashItems	60,500,000	(7,000,000)	4,396,000	(5,819,000)	1,100,000	5,117,453
Operating Cash Flow	736,526,016	286,000,000	188,794,000	501,657,984	1,059,000,000	145,791,191
Cash Flow from Investing	(867,724,992)	(235,000,000)	(60,061,000)	(184,332,000)	301,400,000	(125,830,736)
Purchase of Property, Plants & Equipment	(79,964,000)	-	(53,319,000)	(49,406,000)	-	(21,524,705)
Net Investment Purchase & Sale	(7,000,000)	-	-	10,457,000	-	(66,251,998)
Acquisitions, net	(780,334,016)	(87,000,000)	(6,742,000)	(133,802,000)	578,400,000	(103,541,798)
Purchase Of Investments	(7,000,000)	-	-	(82,015,000)	-	(89,709,750)
Sales/Maturities of Investments	-	-	-	92,472,000	-	46,915,500
Net Other Investing Changes	(427,000)	-	-	(11,836,000)	(2,300,000)	(2,826,910)
Cash Flow from Investing	(867,724,992)	(235,000,000)	(60,061,000)	(184,332,000)	301,400,000	(125,830,736)
Financing Cash Flow	(163,846,000)	54,000,000	(106,012,000)	(137,444,000)	(1,330,200,064)	(41,808,277)

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Issuance Of Debt	547,027,008	104,000,000	165,000,000	-	780,000,000	270,566,197
Repayment Of Debt	(112,257,000)	(171,000,000)	(165,000,000)	(1,335,000)	(350,000,000)	(154,074,150)
Common Stock Issued	23,371,000	-	-	-	-	8,305,952
Cash Dividends Paid	(209,056,992)	-	-	(26,786,000)	(195,200,000)	(48,782,454)
Other Financing Activities	-	133,000,000	(20,588,000)	(19,984,000)	(35,000,000)	(1,470,937)
Effect of Changes in Currency Exchange Rates	-	2,000,000	(25,518,000)	(52,590,000)	(17,800,000)	(8,688,286)
Net Change in Cash	(295,044,992)	105,000,000	22,721,000	179,882,000	30,200,000	(9,088,263)
Beginning Cash Position	990,955,008	1,652,000,000	494,484,992	850,777,984	280,300,000	232,353,944
End Cash Position	695,910,016	1,759,000,064	491,688,000	978,070,016	292,700,000	217,977,163
Free Cash Flow						
Operating Cash Flow	736,526,016	286,000,000	188,794,000	501,657,984	1,059,000,000	145,791,191
Capital Expenditure	(79,964,000)	(148,000,000)	(53,319,000)	(49,406,000)	(274,700,000)	(42,611,399)
Free Cash Flow	656,561,984	138,000,000	135,475,008	452,252,000	784,300,032	110,590,471

Group Number 2

Income Statement (Whole \$), % = Percent of Total Revenues

\$USD, In whole numbers, except marked %	R1 RCM Inc	ICF International Inc	Huron Consulting Group Inc	Heidrick & Struggles International Inc	Resources Connection Inc	Industry Average of 23 Companies
Total Revenue	1,806,400,000	1,779,964,032	1,158,961,024	1,083,586,048	805,017,984	1,248,989,469
Cost Of Revenue	1,445,100,032	1,134,422,016	812,552,000	808,105,984	488,376,000	693,192,013
Gross Profit	361,300,000	645,542,016	346,408,992	275,480,000	316,641,984	612,558,427
Operating Expenses						
General & Administrative Costs	-	-	-	142,800,000	-	551,722,309
SGA Expense	174,800,000	486,863,008	209,380,992	142,800,000	224,720,992	399,534,164
R&D Expense	-	-	-	20,414,000	-	28,700,500
Other Operating Expenses	(173,300,000)	49,916,992	17,450,008	20,414,000	8,483,008	19,890,418
Restructuring and Merger/Acquisition Costs	173,300,000	-	9,909,000	0	-	24,957,375
Amortization	-	28,435,000	-	-	4,908,000	28,896,400
Total Operating Expenses	174,800,000	536,780,000	236,740,000	163,214,000	233,204,000	444,381,957
Operating Income	186,500,000	108,762,000	109,669,000	112,266,000	83,438,000	141,554,259
Misc Other Special Charges	-	-	-	-	-	-
Interest Expense	64,000,000	23,281,000	-	-	1,064,000	25,376,219
Gain On Sale Of Security	-	-	-	-	-	2,384,256
Other Income (expense)	(183,500,000)	(1,501,000)	10,791,000	(2,367,000)	594,000	7,592,218
Pre-Tax Income	(61,000,000)	83,980,000	108,577,000	115,236,000	82,968,000	127,914,566
Income Taxes	(3,400,000)	19,737,000	33,025,000	35,750,000	15,793,000	36,619,263
Net Income from Continuous Operations	(57,600,000)	64,243,000	75,552,000	79,486,000	67,175,000	97,663,868
Net Income for Common Stockholders	(57,600,000)	64,243,000	75,552,000	79,486,000	67,175,000	93,933,610
Earnings per Share						
Basic Earnings per Share	-0.16	3.41	3.73	4.02	2.04	1.36
Diluted Earnings per Share	-0.16	3.38	3.64	3.86	2.00	1.31
Weighted Average Shares						

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Basic Average Shares	352,337,760	18,818,000	20,249,000	19,758,000	32,953,000	83,979,051
Diluted Average Shares	352,337,760	19,033,000	20,746,000	20,618,000	33,556,000	84,434,310
Common Dividend	-	0.56	-	0.60	0.56	0.77

Balance Sheet (Whole \$), % = Percent of Total Assets or Total Liabilities

\$USD, In whole numbers, except marked %	R1 RCM Inc	ICF International Inc	Huron Consulting Group Inc	Heidrick & Struggles International Inc	Resources Connection Inc	Industry Average of 23 Companies
Assets						
Current Assets						
Cash	-	-	-	-	-	150,985,084
Cash And Cash Equivalents	110,100,000	11,257,000	11,834,000	355,447,008	104,224,000	144,425,900
Short-Term Investments	-	-	-	266,168,992	-	107,853,933
Total Cash	110,100,000	11,257,000	11,834,000	621,616,000	104,224,000	403,264,918
Receivables	362,000,000	413,040,992	290,592,992	172,671,008	188,304,992	287,561,992
Deferred Income Taxes	-	-	-	-	-	-
Prepaid Expenses	35,100,000	-	-	24,098,000	-	44,413,955
Inventory	-	-	-	-	-	352,971
Other Current Assets	43,400,000	40,709,000	26,057,000	5,434,000	6,123,000	24,880,059
Total Current Assets	564,499,968	466,718,016	328,484,000	823,819,008	308,540,992	554,788,651
Non-Current Assets						
Gross Property, Plant & Equipment	460,100,000	299,464,000	114,477,000	156,692,992	68,906,000	284,197,145
Accumulated Depreciation	(214,800,000)	(64,996,000)	(58,066,000)	(55,029,000)	(33,708,000)	(128,554,330)
Net Property, Plant & Equipment	245,300,000	234,468,000	56,411,000	101,664,000	35,198,000	162,070,533
Goodwill	2,658,200,064	1,212,898,048	624,966,016	138,360,992	209,784,992	834,837,069
Intangible Assets	1,514,499,968	126,537,000	23,392,000	6,333,000	15,760,000	384,712,427
Other Long Term Assets	-	-	-	-	-	-
Total Non Current Assets	4,575,300,096	1,625,539,968	870,556,032	351,819,008	272,932,000	1,329,002,197
Total Assets	5,139,800,064	2,092,258,048	1,199,040,000	1,175,638,016	581,473,024	1,883,796,779
Liabilities and stockholders' equity						
Liabilities						
Current Liabilities						
Short-Term Debt	69,400,000	23,250,000	-	-	-	115,168,666

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Accounts Payable	33,400,000	135,778,000	14,254,000	14,613,000	13,630,000	53,898,698
Deferred Revenues	77,400,000	25,773,000	21,909,000	43,057,000	-	49,265,939
Accrued Liabilities	6,200,000	34,085,000	-	56,016,000	18,950,000	151,175,378
Total Current Liabilities	349,800,000	415,992,000	245,684,000	588,476,992	124,322,000	450,076,834
Non-Current Liabilities						
Long Term Debt	1,732,600,064	533,084,000	290,000,000	-	54,000,000	646,672,338
Deferred Tax Liability	-	0	-	-	-	0
Minority Interest	-	-	-	-	-	127,494,200
Pensions & Other Benefits	-	-	-	48,456,000	-	26,652,000
Other Non Current Liabilities	23,100,000	23,566,000	33,614,000	5,293,000	2,922,000	74,053,267
Total Non Current Liabilities	-	-	-	-	-	-
Total Liabilities As Reported	-	-	-	-	-	-
Stockholders' Equity						
Additional Paid In Capital	3,123,200,000	401,956,992	318,705,984	246,630,000	355,502,016	711,534,601
Common Stock	4,400,000	23,000	223,000	199,000	344,000	22,244,723
Retained Earnings	(121,900,000)	703,030,016	352,548,000	168,196,992	52,738,000	466,055,583
Preferred Stock	-	0	-	0	0	15,155
Treasury Stock	(281,800,000)	(243,666,000)	(137,556,000)	(191,000)	(19,651,000)	(655,745,265)
Total Stockholders' Equity	2,720,499,968	853,211,008	552,040,000	410,646,016	372,448,992	696,846,050

Cash Flow (Whole \$), % = Percent of Total Assets or Total Liabilities

\$USD, In whole numbers, except marked %	R1 RCM Inc	ICF International Inc	Huron Consulting Group Inc	Heidrick & Struggles International Inc	Resources Connection Inc	Industry Average of 23 Companies
Operating Cash Flow	(9,900,000)	162,206,000	85,400,000	119,288,000	49,444,000	145,791,191
Net Income	-	-	-	-	-	-
Depreciation And Amortization	172,000,000	49,917,000	27,359,000	10,603,000	8,483,000	66,010,507
Investment/Asset Impairment	-	8,412,000	211,000	0	833,000	33,225,290
Deferred Income Taxes	(6,800,000)	7,428,000	18,784,000	7,088,000	(11,053,000)	(26,118,353)
Stock Based Compensation	-	-	-	-	-	-
Accounts Receivable	(75,900,000)	19,732,000	(77,206,000)	4,522,000	(44,756,000)	(41,580,578)
Cash From Discontinued Operating Activities	-	-	-	-	-	0
Change In Inventory	-	-	-	-	-	(74,363)
Change In Account Payable	(16,000,000)	30,003,000	(13,466,000)	(5,731,000)	1,022,000	22,143,524
Prepaid Expenses	(39,400,000)	(20,737,000)	-	(2,850,000)	916,000	(5,378,443)
Accrued Liabilities	(20,400,000)	3,774,000	-	-	(5,498,000)	(13,920,255)
Income Tax Payable	-	-	-	-	-	9,255,000
Other Working Capital	(241,600,000)	16,516,000	(46,728,000)	6,616,000	(24,656,000)	(20,876,942)
Other Non CashItems	24,100,000	2,588,000	7,185,000	820,000	821,000	5,117,453
Operating Cash Flow	(9,900,000)	162,206,000	85,400,000	119,288,000	49,444,000	145,791,191
Cash Flow from Investing	(949,500,032)	(258,844,000)	(20,128,000)	(279,599,008)	(2,961,000)	(125,830,736)
Purchase of Property, Plants & Equipment	(93,500,000)	-	(12,547,000)	-	(2,961,000)	(21,524,705)
Net Investment Purchase & Sale	-	-	0	(268,464,992)	-	(66,251,998)
Acquisitions, net	(847,699,968)	(234,368,992)	(3,241,000)	0	-	(103,541,798)
Purchase Of Investments	-	-	0	(269,824,000)	-	(89,709,750)
Sales/Maturities of Investments	-	-	-	1,359,000	-	46,915,500
Net Other Investing Changes	(8,300,000)	-	2,659,000	-	-	(2,826,910)
Cash Flow from Investing	(949,500,032)	(258,844,000)	(20,128,000)	(279,599,008)	(2,961,000)	(125,830,736)

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Financing Cash Flow	943,000,000	90,371,000	(74,108,000)	(15,685,000)	(13,371,000)	(41,808,277)
Issuance Of Debt	1,066,600,000	1,583,936,000	314,000,000	0	73,393,000	270,566,197
Repayment Of Debt	(55,500,000)	(1,446,125,056)	(256,780,000)	0	(63,000,000)	(154,074,150)
Common Stock Issued	-	-	-	-	-	8,305,952
Cash Dividends Paid	-	(10,547,000)	-	(12,466,000)	(18,600,000)	(48,782,454)
Other Financing Activities	(33,400,000)	(16,277,000)	(4,561,000)	(3,219,000)	(3,797,000)	(1,470,937)
Effect of Changes in Currency Exchange Rates	(3,600,000)	(1,198,000)	(111,000)	(13,774,000)	(3,034,000)	(8,688,286)
Net Change in Cash	(16,400,000)	(6,267,000)	(8,836,000)	(175,996,000)	33,112,000	(9,088,263)
Beginning Cash Position	130,100,000	20,433,000	20,781,000	545,259,008	74,391,000	232,353,944
End Cash Position	110,100,000	12,968,000	11,834,000	355,488,992	104,469,000	217,977,163
Free Cash Flow						
Operating Cash Flow	(9,900,000)	162,206,000	85,400,000	119,288,000	49,444,000	145,791,191
Capital Expenditure	(93,500,000)	(24,475,000)	(24,299,000)	(11,134,000)	(2,961,000)	(42,611,399)
Free Cash Flow	(103,400,000)	137,731,008	61,101,000	108,154,000	46,483,000	110,590,471

Top Companies, Profiles and Financials

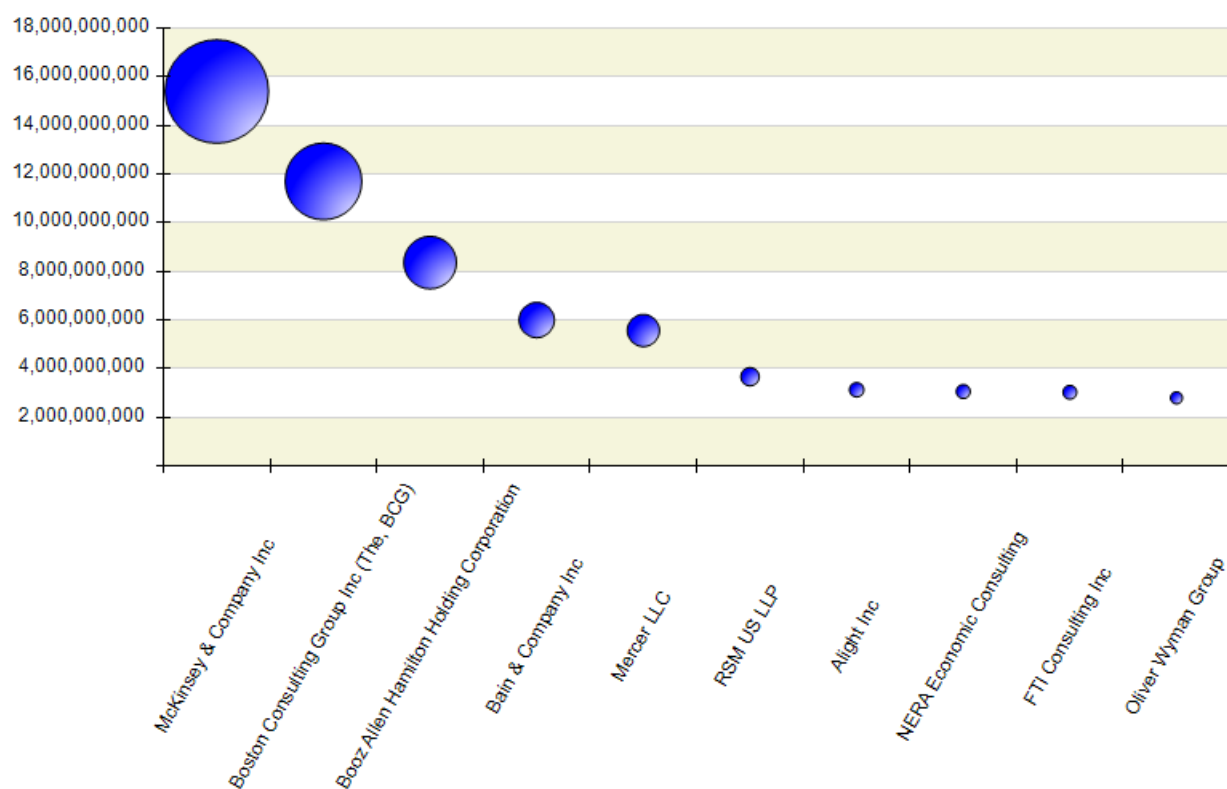
NAIC 541600

Title Management, Scientific, HR, Environmental and Technical Consulting Services Industry (U.S.)

Top Companies Include:

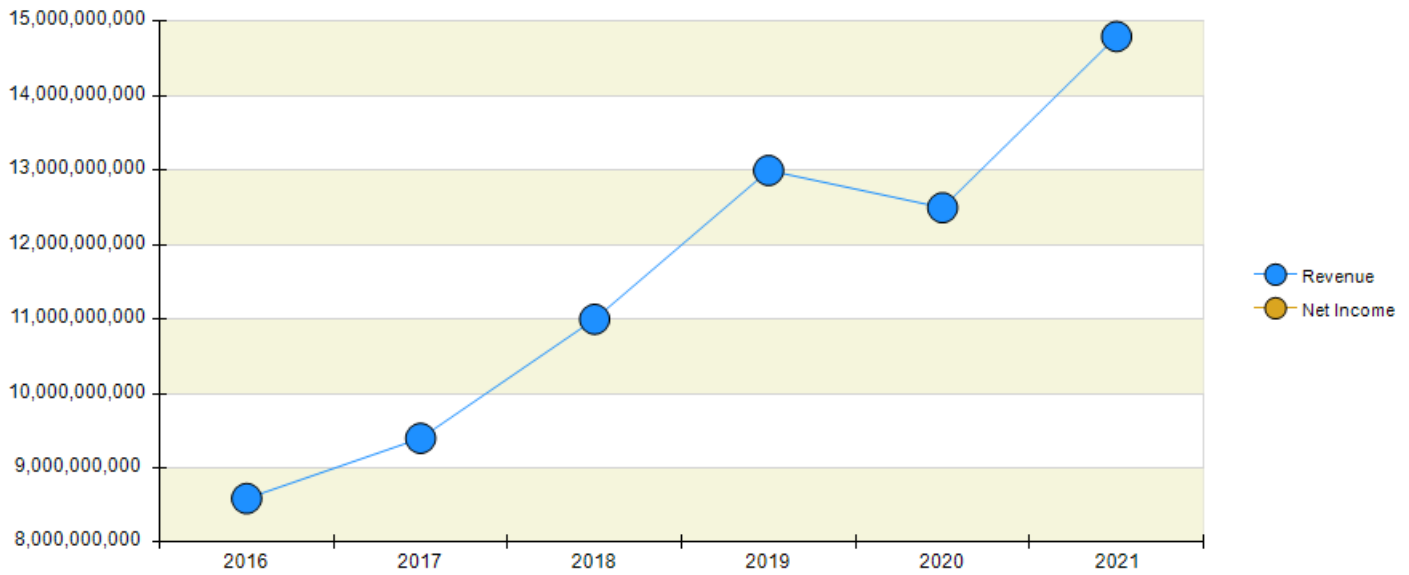
Rank	Company	Ticker	ExchangeID	Revenues (Whole Numbers) 2021 or latest year available
1	McKinsey & Company Inc	Private		\$15,400,000,000
2	Boston Consulting Group Inc (The, BCG)	Private		\$11,700,000,000
3	Booz Allen Hamilton Holding Corporation	BAH	NYS	\$8,363,700,224
4	Bain & Company Inc	Private		\$6,000,000,000
5	Mercer LLC	Subsidiary		\$5,569,000,000
6	RSM US LLP	Subsidiary		\$3,670,000,000
7	Alight Inc	ALIT	NYS	\$3,132,000,000
8	NERA Economic Consulting	Subsidiary		\$3,060,000,000
9	FTI Consulting Inc	FCN	NYS	\$3,028,908,032
10	Oliver Wyman Group	Subsidiary		\$2,800,000,000

Top Companies Ranked (Whole Number \$)

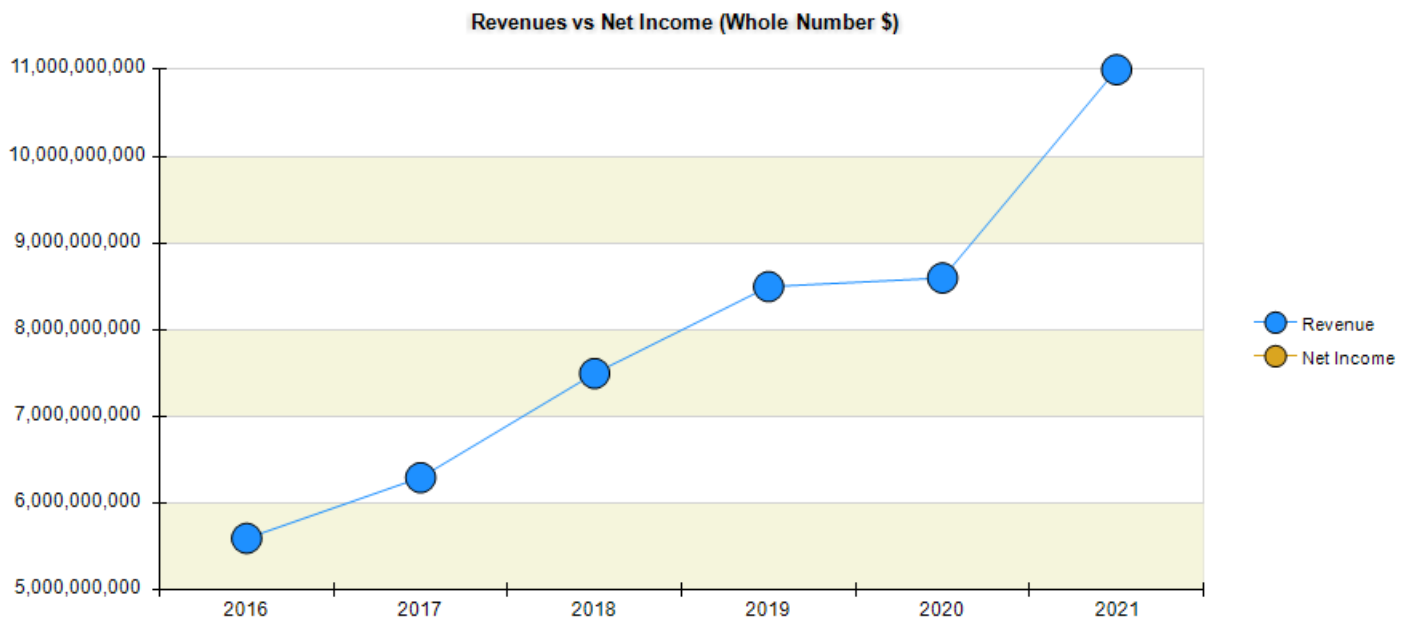


Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Revenues vs Net Income (Whole Number \$)



Data includes estimates and forecasts. See "Data Description and Sources" section for details.



Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Company Profile

BOOZ ALLEN HAMILTON HOLDING CORPORATION ([HTTPS://WWW.BOOZALLEN.COM](https://www.boozallen.com))

Ticker: BAH
 Exchange: NYS
 Year Established: 2008
 Employees: 31,900
 Fiscal Year Ends in March

Phone: 703 902-5000
 Fax: 703 902-3333
 Address: 8283 Greensboro Drive
 Hamilton Building
 McLean, VA 22102 United States

Types of Business	Industry Rank for Total Revenue	
Industry NAICS code: 541610	1. McKinsey & Company Inc	15,400,000,000
	2. Boston Consulting Group Inc (The, BCG)	11,700,000,000
	3. Booz Allen Hamilton Holding Corporation	8,363,700,224
	4. Bain & Company Inc	6,000,000,000
	5. Mercer LLC	5,569,000,000
	6. RSM US LLP	3,670,000,000
	7. Alight Inc	3,132,000,000
	8. NERA Economic Consulting	3,060,000,000
	9. FTI Consulting Inc	3,028,908,032
	10. Oliver Wyman Group	2,800,000,000
Strategy Consulting		
Engineering & IT Consulting		
Supply Chain Management		
Industry Research & Publications		
War Gaming & Strategic Simulation		

Contacts	Description
Horacio Rozanski	CEO/Director/President
Matthew Calderone	CFO/Executive VP
Ralph Shrader	Chairman of the Board/Chairman of the Board, Subsidiary/Director
Scott Murphy	Chief Accounting Officer/Controller/Vice President
Nancy Laben	Chief Legal Officer/Executive VP
Susan Penfield	Chief Technology Officer/Executive VP
Kristine Anderson	COO/Executive VP
Melody Barnes	Director
Michele Flournoy	Director
Ellen Jewett	Director
Rory Read	Director
Arthur Johnson	Director
Charles Rossotti	Director
Gretchen McClain	Director
Joan Lordi Amble	Director
Mark Gaumond	Director
Elizabeth Thompson	Executive VP/Other Executive Officer
Judith Dotson	Executive VP/President, Divisional
Richard Crowe	Executive VP/President, Divisional
Thomas Pfeifer	Executive VP/President, Divisional

Booz Allen Hamilton Holding Corp is a provider of management consulting services to the U.S. government. Other services offered include technology, such as cloud computing and cybersecurity consulting, and engineering consulting. The consulting services are focused on defense, intelligence, and civil markets. In addition to the U.S. government, Booz Allen Hamilton provides its management and technology consulting services to large corporations, institutions, and nonprofit organizations. The company assists clients in long-term engagements around the globe.

Auditor: EY
 Legal Advisor:

Financials

\$USD, In whole numbers,
except marked * or %

	2023	2022	2021	2020	2019	2018
Financials						
Revenue	9,258,911,000	8,363,700,000	7,858,938,000	7,463,841,000	6,704,037,000	6,167,600,000
Cost of Revenue	4,304,810,000	3,899,622,000	3,657,530,000	3,379,180,000	3,100,466,000	2,866,268,000
Gross Margin %	-	53.37	53.46	54.73	53.75	53.53
R&D Expense	-	-	-	-	-	-
Operating Income	446,848,000	685,181,000	754,371,000	669,202,000	602,394,000	519,723,000
Operating Margin %	-	8.19	9.60	8.97	8.99	8.43
SGA Expense	4,341,769,000	3,633,150,000	3,362,722,000	3,334,378,000	2,932,602,000	2,716,853,000
Net Income	271,791,000	466,740,000	608,958,000	482,603,000	418,529,000	301,692,000
Earnings Per Share	2.04	3.46	4.40	3.43	2.94	2.05
Dividends	1.76	1.54	1.30	1.04	0.80	0.70
Book Value Per Share	-	-	-	-	5.99	4.58
Operating Cash Flow	602,822,000	736,526,000	718,684,000	551,428,000	499,610,000	369,143,000
Capital Expenditure	76,130,000	79,964,000	87,210,000	128,079,000	94,681,000	78,437,000
Free Cash Flow	526,692,000	656,562,000	631,474,000	423,349,000	404,929,000	290,706,000
Profitability						
EBITDA	650,170,000	819,988,000	803,070,000	750,693,000	669,469,000	571,700,000
Return on Assets %	-	-	-	-	-	-
Return on Equity %	-	-	-	-	-	-
Net Margin %	-	5.54	7.70	6.45	6.22	4.86
Assets Turnover	-	1.45	1.53	1.73	1.80	1.77
Financial Leverage	-	5.76	5.13	5.60	5.67	6.41

Brands

Top Salaries

Carlyle Group (The)

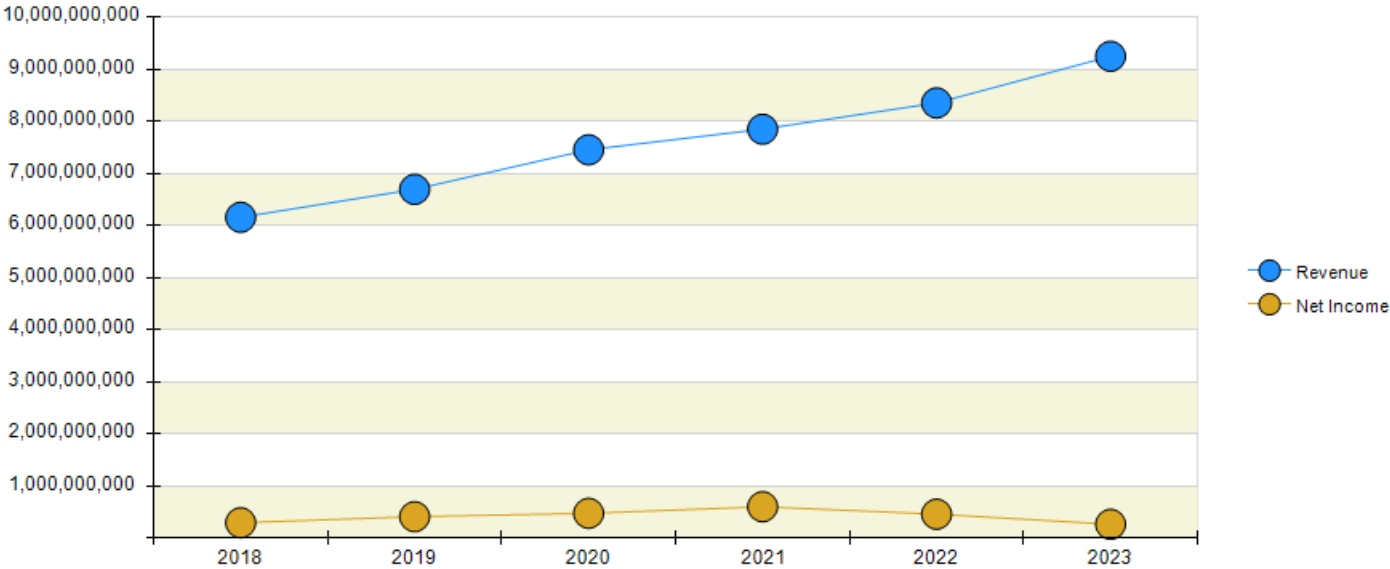
Name	Title	Salary (US\$)	Bonus (US\$)
Horacio Rozanski	President/CEO	1,500,000	-
Kristine Anderson	COO/Executive VP	858,333	-
Lloyd Howell	Former CFO/Former Executive VP	768,750	-
Judith Dotson	Executive VP/President, Divisional	650,000	-
Matthew Calderone	CFO/Executive VP	650,000	-

Other Thoughts

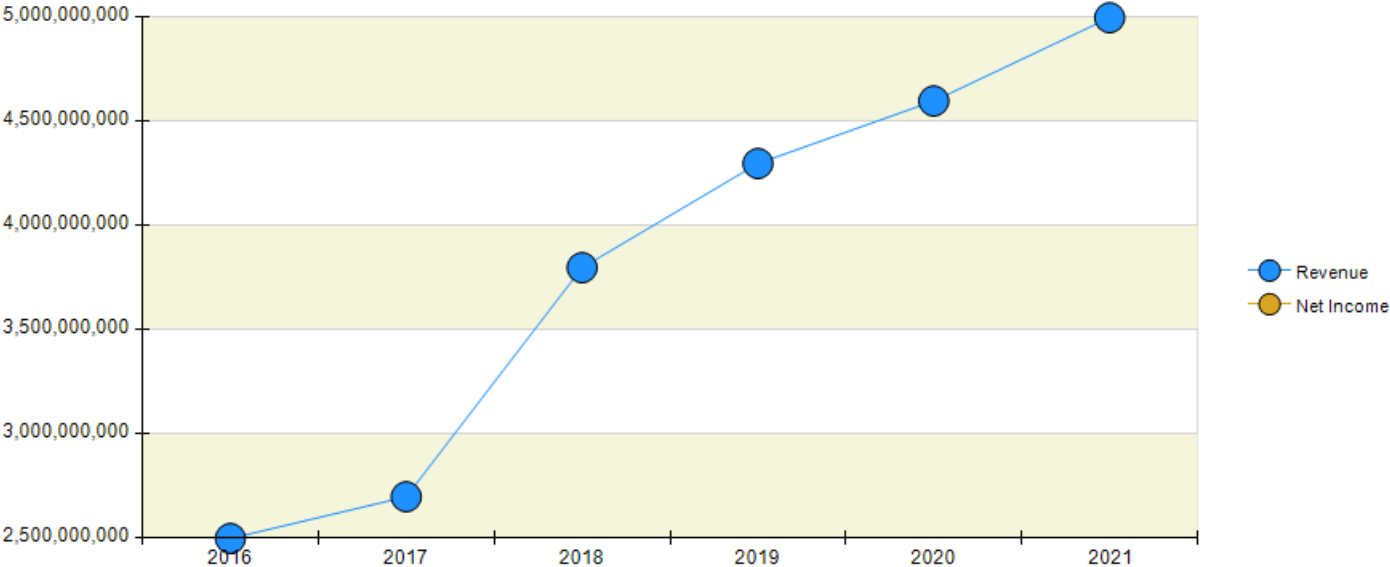
Corporate Culture

Booz Allen Hamilton offers employees dental, medical and vision insurance; life insurance; medical flexible spending accounts; tuition assistance; an employee assistance program; and health and wellness programs.

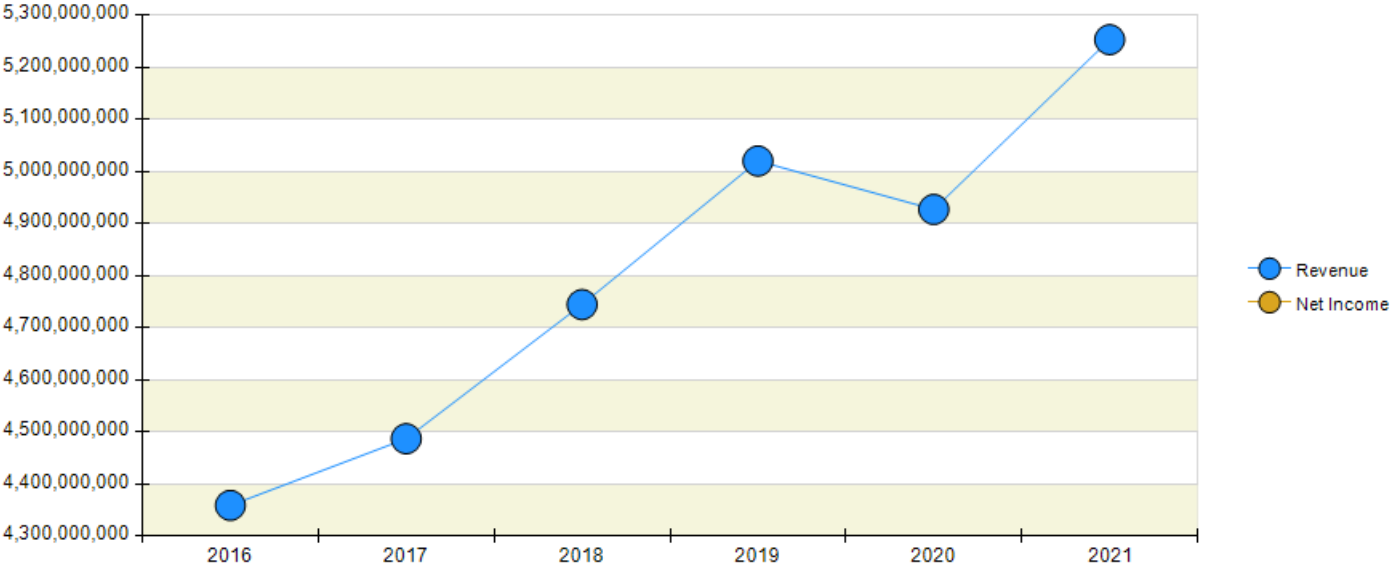
Revenues vs Net Income (Whole Number \$)



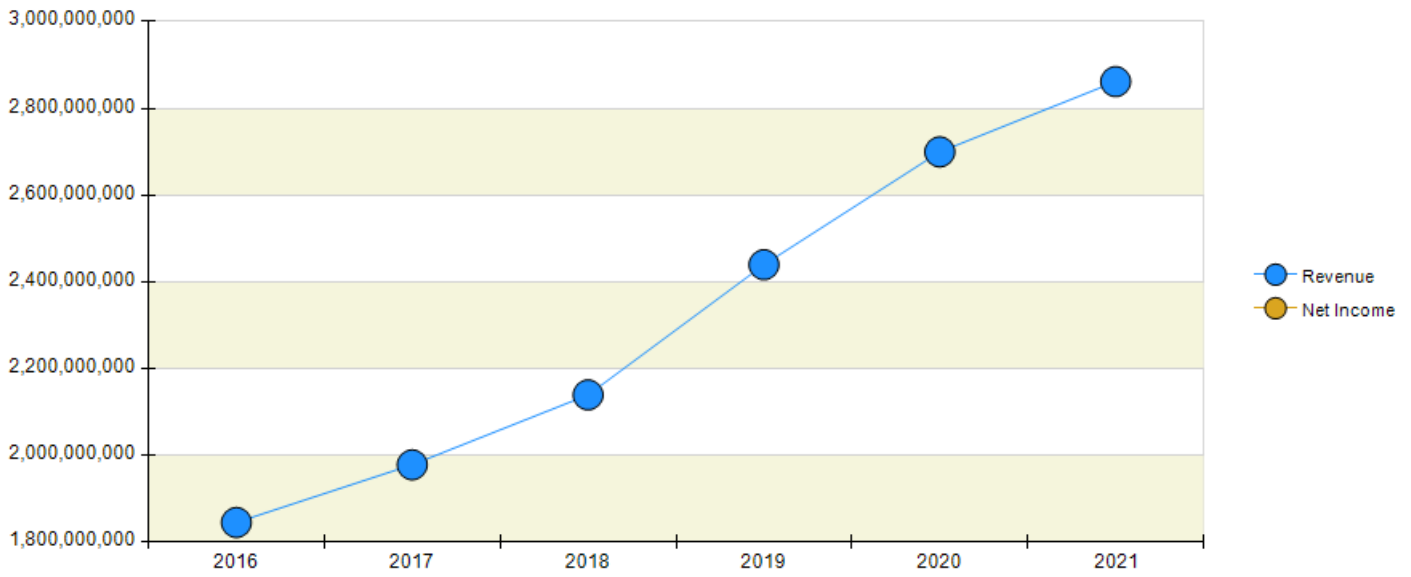
Revenue vs Net Income (Whole Number \$)



Revenue vs Net Income (Whole Number \$)



Revenues vs Net Income (Whole Number \$)



Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Company Profile

ALIGHT INC ([HTTPS://WWW.ALIGHT.COM](https://www.alight.com))

Ticker: ALIT
 Exchange: NYS
 Year Established: 2018
 Employees: 18,000
 Fiscal Year Ends in December

Phone: 702 323-7330
 Fax:
 Address: 4 Overlook Point
 Lincolnshire, IL 60069 United States

Types of Business	Industry Rank for Total Revenue
Industry NAICS code: 541612	1. Mercer LLC 5,569,000,000
	2. Alight Inc 3,132,000,000
	3. Korn/Ferry 2,643,454,976
	4. Verisk Analytics Inc 2,496,999,936
Consulting Services, Human Resources	5. Heidrick & Struggles International Inc 1,083,586,048
Business Process as a Service	6. Resources Connection Inc 805,017,984
	7. Quad M Solutions Inc 54,892,680

Contacts	Description
Stephan Scholl	CEO/Director/Other Executive Officer/President
Katie Rooney	CFO/Chief Accounting Officer
William Foley	Chairman of the Board/Director
Martin Felli	Chief Legal Officer/Secretary
Dinesh Tulsiani	Chief Strategy Officer
Gregory Goff	Chief Technology Officer/Other Executive Officer
Peter Wallace	Director
Daniel Henson	Director
Denise Williams	Director
Kausik Rajgopal	Director
Erika Meinhardt	Director
Regina Paolillo	Director
Richard Massey	Director
David Kestnbaum	Director
Cesar Jelvez	Other Executive Officer
Michael Rogers	Other Executive Officer

Alight Inc is a provider of integrated, cloud-based human capital solutions that empower clients and employees to manage health, wealth and HR needs. Geographically, the company generates a majority of its revenue from the United States.

Auditor: EY
 Legal Advisor:

Financials				
\$USD, In whole numbers, except marked * or %	2022	2020	2019	2018
Financials				
Revenue	3,132,000,000	2,728,000,000	2,552,000,000	2,378,000,000
Cost of Revenue	2,136,000,000	1,894,000,000	1,669,000,000	1,527,000,000
Gross Margin %	31.80	30.57	34.60	-
R&D Expense	-	-	-	-
Operating Income	(14,000,000)	147,000,000	265,000,000	204,000,000
Operating Margin %	-0.45	5.39	10.38	-
SGA Expense	671,000,000	461,000,000	415,000,000	452,000,000
Net Income	(62,000,000)	(103,000,000)	22,000,000	(21,000,000)
Earnings Per Share	-0.14	-0.23	0.05	-0.05
Dividends	-	-	-	-
Book Value Per Share	-	-	-	-
Operating Cash Flow	286,000,000	233,000,000	268,000,000	196,000,000
Capital Expenditure	148,000,000	90,000,000	77,000,000	80,000,000
Free Cash Flow	138,000,000	143,000,000	191,000,000	116,000,000
Profitability				
EBITDA	476,000,000	431,000,000	515,000,000	433,000,000
Return on Assets %	-	-	-	-
Return on Equity %	-	-	-	-
Net Margin %	-1.98	-3.78	0.86	-
Assets Turnover	0.28	0.40	0.39	-
Financial Leverage	2.53	10.18	8.18	-

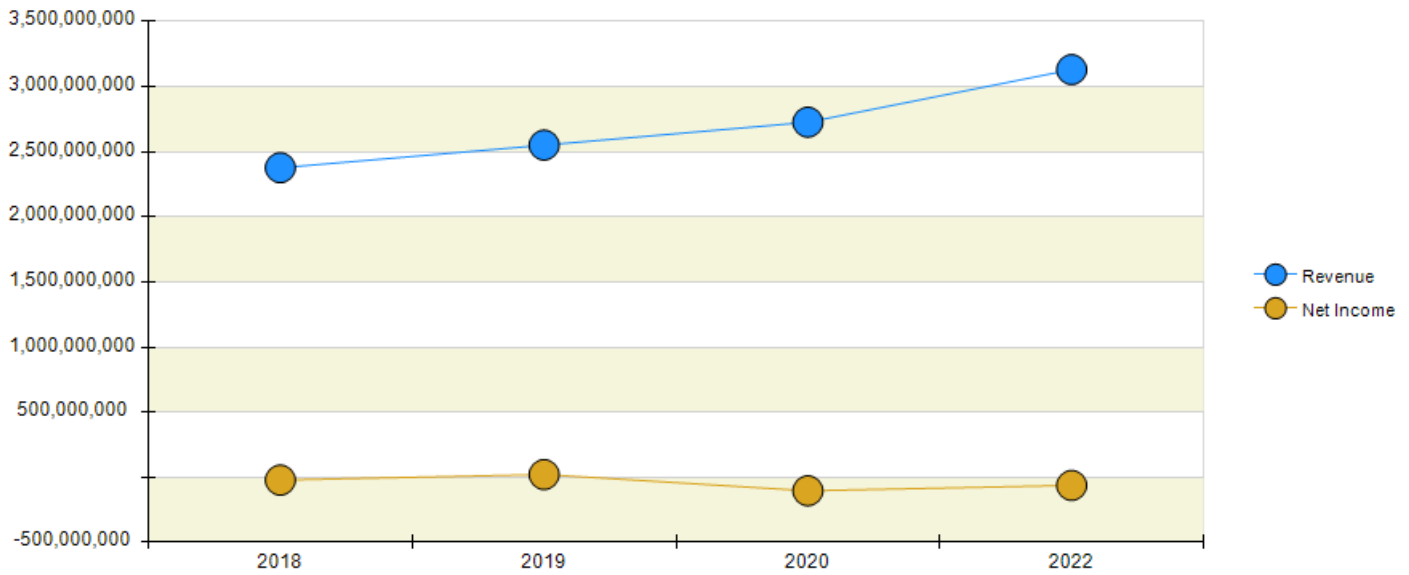
Brands	Top Salaries
	Name Title Salary (US\$) Bonus (US\$)
	Stephan Scholl CEO 800,000 -

Data includes estimates and forecasts. See "Data Description and Sources" section for details.

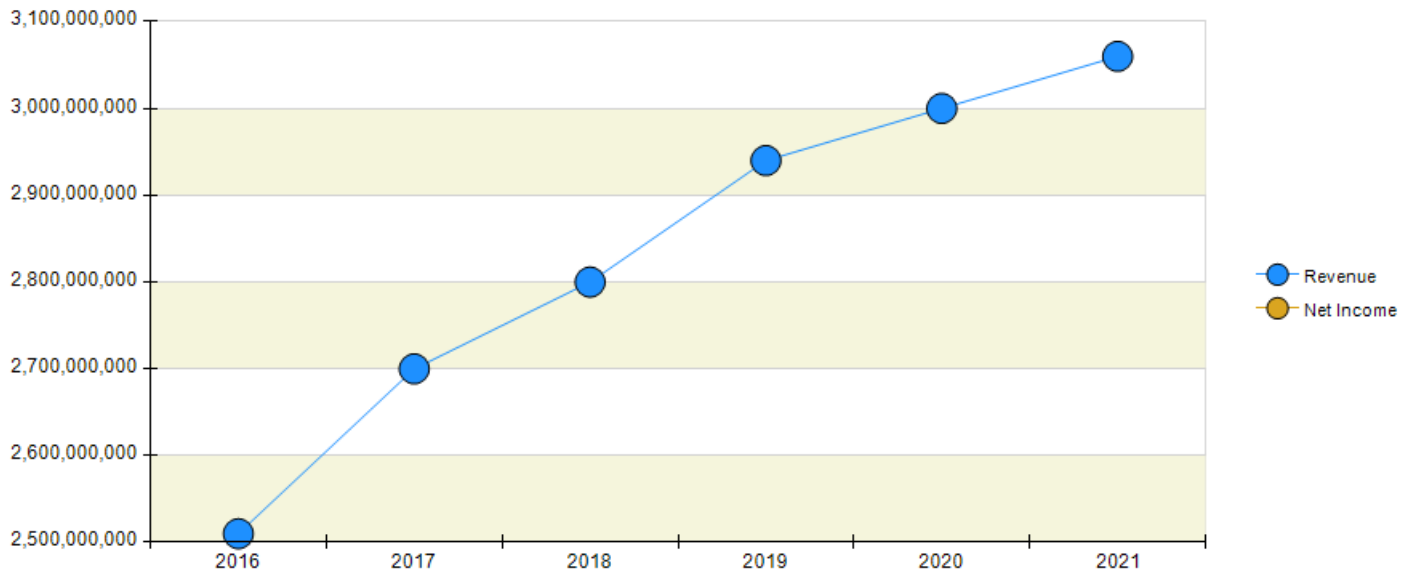
Katie Rooney	CFO	500,000	-
Cesar Jelvez	Other Executive Officer	475,000	-
Gregory Goff	Chief Technology Officer/Other Executive Officer	468,750	-
Dinesh Tulsiani	Chief Strategy Officer	443,750	-

Other Thoughts	Corporate Culture
----------------	-------------------

Revenues vs Net Income (Whole Number \$)



Revenues vs Net Income (Whole Number \$)



Data includes estimates and forecasts. See "Data Description and Sources" section for details.

Company Profile

FTI CONSULTING INC ([HTTPS://WWW.FTI CONSULTING.COM](https://www.fticonsulting.com))

Ticker: FCN
 Exchange: NYS
 Year Established: 1982
 Employees: 7,635
 Fiscal Year Ends in December

Phone: 202 312-9100
 Fax: 202-312-9101
 Address: 555 12th Street NW
 Suite 700
 Washington, DC 20004 United States

Types of Business	Industry Rank for Total Revenue
Industry NAICS code: 541610	
Bankruptcy & Restructuring Consulting	1. McKinsey & Company Inc 15,400,000,000
Consulting	2. Boston Consulting Group Inc (The, BCG) 11,700,000,000
Technology	3. Booz Allen Hamilton Holding Corporation 8,363,700,224
Management Consulting	4. Bain & Company Inc 6,000,000,000
Corporate Restructuring	5. Mercer LLC 5,569,000,000
Litigation Consulting	6. RSM US LLP 3,670,000,000
Strategic Communications	7. Alight Inc 3,132,000,000
	8. NERA Economic Consulting 3,060,000,000
	9. FTI Consulting Inc 3,028,908,032
	10. Oliver Wyman Group 2,800,000,000

Contacts	Description
Steven Gunby Ajay Sabherwal Gerard Holthaus Brendan Keating Matthew Pachman Paul Linton Stephen Robinson Elsy Boglioli Brenda Bacon Laureen Seeger Claudio Costamagna Nicholas Fanandakis Mark Bartlett Curtis Lu Holly Paul	CEO/President/Director CFO/Treasurer Chairman of the Board/Director Chief Accounting Officer/Controller Chief Compliance Officer/Chief Risk Officer/Vice President Chief Strategy Officer/Other Executive Officer Director Director Director Director Director Director Director General Counsel Other Executive Officer
FTI Consulting Inc is a firm that generates its sales by providing professional business advisory services to customers. The company operates through five segments, namely corporate finance and restructuring, forensic and litigation consulting, economic consulting, technology, and strategic communications. Customers of the company come from a wide array of sectors, including construction, energy and power, environmental, financial institutions, healthcare and life science, insurance, real estate and infrastructure, retail and consumer products, telecom, media, and technology. The majority of the company's revenue is derived from serving customers in the United States.	

Auditor: KPMG LLP
 Legal Advisor:

Financials

\$USD, In whole numbers, except marked * or %	2022	2021	2020	2019	2018	2017
Financials						
Revenue	3,028,908,000	2,776,222,000	2,461,275,000	2,352,717,000	2,027,877,000	1,807,732,000
Cost of Revenue	2,065,977,000	1,915,507,000	1,672,711,000	1,534,896,000	1,328,074,000	1,215,560,000
Gross Margin %	31.79	31.00	32.04	34.76	34.51	32.76
R&D Expense	-	-	-	-	-	-
Operating Income	310,936,000	312,048,000	287,008,000	305,595,000	226,005,000	149,596,000
Operating Margin %	10.27	11.24	11.66	12.99	11.14	8.28
SGA Expense	641,070,000	537,844,000	488,411,000	504,074,000	465,636,000	432,013,000
Net Income	235,514,000	234,966,000	210,682,000	216,726,000	150,611,000	107,962,000
Earnings Per Share	6.99	7.02	5.92	5.89	4.06	2.79
Dividends	-	-	-	-	-	-
Book Value Per Share	-	-	-	39.08	35.43	29.98
Operating Cash Flow	188,794,000	355,483,000	327,069,000	217,886,000	230,672,000	147,625,000
Capital Expenditure	53,319,000	68,665,000	34,849,000	41,815,000	32,270,000	32,004,000
Free Cash Flow	135,475,000	286,818,000	292,220,000	176,071,000	198,402,000	115,621,000
Profitability						
EBITDA	353,337,000	363,333,000	325,299,000	345,961,000	274,639,000	154,203,000
Return on Assets %	-	-	-	-	-	-
Return on Equity %	-	-	-	-	-	-
Net Margin %	7.78	8.46	8.56	9.21	7.43	5.97
Assets Turnover	0.96	0.94	0.89	0.91	0.87	0.81
Financial Leverage	1.93	1.96	1.98	1.87	1.76	1.89

Brands	Top Salaries
--------	--------------

Name	Title	Salary (US\$)	Bonus
------	-------	---------------	-------

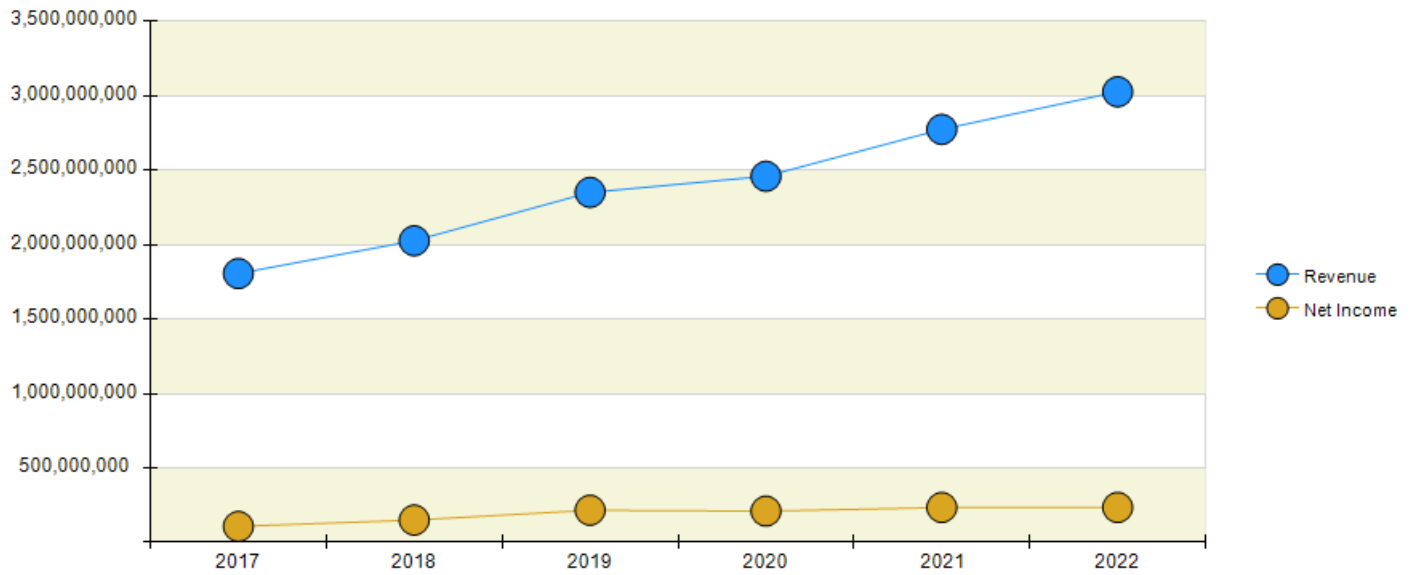
Data includes estimates and forecasts. See "Data Description and Sources" section for details.

				(US\$)
Steven Gunby	CEO/President	1,000,000	-	
Ajay Sabherwal	CFO	671,539	-	
Curtis Lu	General Counsel	671,539	-	
Holly Paul	Other Executive Officer	671,539	-	
Paul Linton	Chief Strategy Officer/Other Executive Officer	671,539	-	

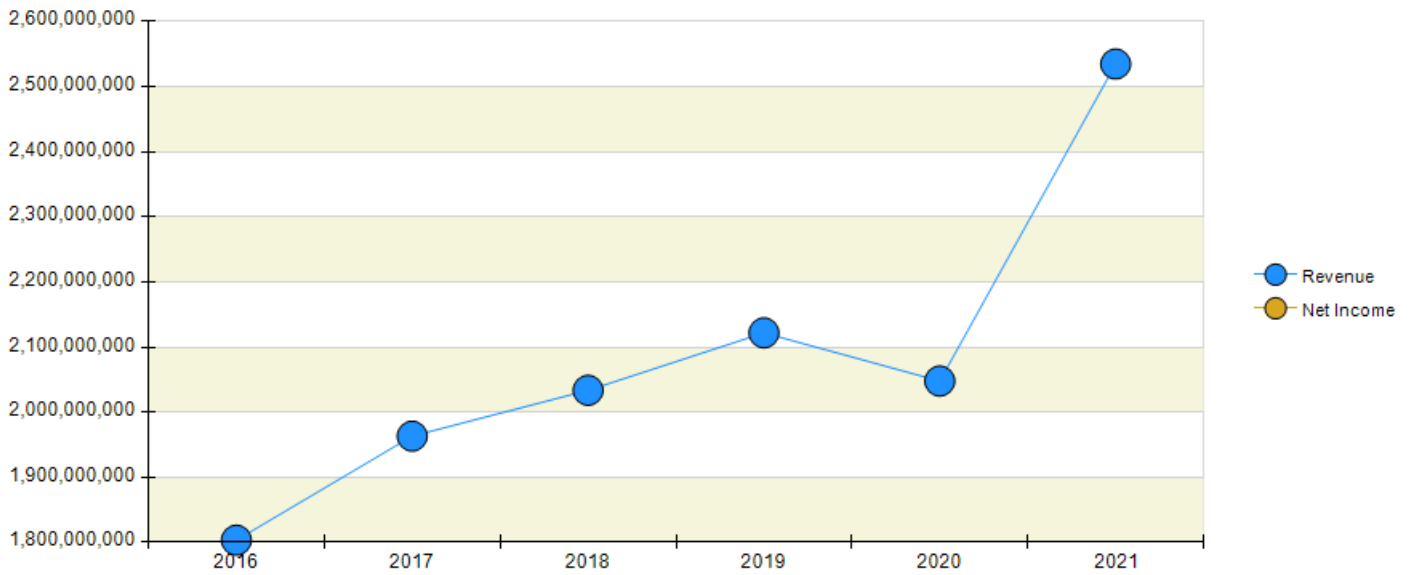
Other Thoughts	Corporate Culture
----------------	-------------------

FTI offers its employees comprehensive benefits, retirement options and a variety of employee assistance programs.

Revenues vs Net Income (Whole Number \$)



Revenues vs Net Income (Whole Number \$)



Appendix: Assumptions

U.S. GDP Growth Forecasts

(In Bil. Current US\$)

Year	Amount	% Change
2016	\$18,695.10	2.69%
2017	\$19,479.63	4.20%
2018	\$20,527.15	5.38%
2019	\$21,372.60	4.12%
2020	\$20,893.75	-2.24%
2021	\$22,997.50	10.07%
2022	\$25,346.81	10.22%
2023	\$26,695.15	5.32%
2024	\$27,745.53	3.93%
2025	\$28,790.40	3.77%
2026	\$29,855.87	3.70%
2027	\$30,966.06	3.72%
2028	\$32,231.93	4.09%
2029	\$33,470.14	3.84%

Data Description and Sources

The data presented herein is, at all times, subject to the Copyright notices and Limited Warranties contained in this report.

The underlying sources utilized in the information published in this report may include some or all of:

- Plunkett Research, Ltd.'s proprietary corporations database
- Plunkett Research, Ltd.'s proprietary industries database
- Publicly-held corporation disclosure documents, including documents filed with the U.S. Securities and Exchange Commission (SEC)
- U.S. Department of Commerce
- U.S. Bureau of the Census
- U.S. Bureau of Labor Statistics
- Commercial providers of corporate financial information
- Commercial providers of corporate credit information
- Data provided by industry associations and professional societies

Economic and industry data published by U.S. government agencies typically lag two to six years behind the present date. Plunkett Research, Ltd. may utilize such data as a basis, along with proprietary Plunkett algorithms and analyst interpretations, for projections of total annual industry results for later dates.

Financial disclosure information published by publicly-held corporations may lag from three months to several years behind the present date, and are always subject to being restated when corporations make later adjustments to their books.

Additional factors utilized in projecting data into the future for this report include histories and forecasts of America's GDP growth, as well as industry-specific opinions of Plunkett Research analysts as to other factors that will influence growth within a given sector.

The User Should Exercise Caution:

Market data, industry data and corporate financial data as presented in this report are estimates and compilations derived from a variety of sources via a variety of methods. Data of this type is continually subject to revision. In addition, the sources providing underlying data to Plunkett Research, Ltd. may have made errors or omissions. While Plunkett Research, Ltd. makes an effort to provide reasonably complete and useful information, the methodology and formulas applied by Plunkett Research, Ltd. to underlying data in order to make industry estimates and forecasts may contain errors or omissions. **The user should at all times bear in mind that the information provided herein is an estimate, and, when making business or investment decisions, should conduct appropriate due diligence at additional sources such as related industry associations.**

Copyright, Terms of Use, Limited Warranty

Copyright ©2024, Plunkett Research®, Ltd. All Rights Reserved. Additional copyrights are held by other content providers, including, in certain cases, Morningstar, Inc. The information contained herein is proprietary to its owners and it is not warranted to be accurate, complete or timely. Neither Plunkett Research, Ltd. nor its content providers are responsible for any damages or losses arising from any use of this information.

Except as provided for herein, you may not resell this document or its content (collectively, the “Data”), post it to a website accessible to the public, alter it in any way, or post or submit the Data to a website that offers or distributes free downloads of ebooks or PDFs. Plunkett Research, Ltd. reserves all rights in the Data at all times. Except as stated below, you may not copy, resell, reproduce, distribute, republish, download, display, post, or transmit any portion of the Data in any form or by any means, including, but not limited to, electronic, mechanical, photocopying, recording, or otherwise, without the express written permission of Plunkett Research, Ltd.

Plunkett Research®, Ltd.

P. O. Drawer 541737

Houston, Texas 77254-1737

Phone: 713.932.0000, Fax: 713.932.7080 www.plunkettresearch.com

LIMITED RIGHTS TO INSTALL THE DATA ON ELECTRONIC DEVICES:

"Authorized User" is defined as a customer (including any type of enterprise) who purchased the Data from PRL or from an authorized reseller, or who has accessed the Data via an authorized/licensed database or portal; an employee, student or library patron of such a customer, any other type of person, entity or enterprise that has gained access to the Data as sold, authorized in writing or licensed by Plunkett Research, Ltd.

Plunkett Research, Ltd. ("PRL") grants Authorized Users a non-exclusive license to utilize and and/or install the Data, including installation of an electronic file containing the Data on one individual desktop computer AND on one laptop computer AND one mobile device such as a smartphone or tablet. This is a limited license, which applies to a single person. Organizations desiring multi-person licenses may purchase additional rights by contacting Plunkett Research,

Ltd.

TERMS OF USE:

An Authorized User's publications in static electronic format containing any portion of the Data or Derived Data (that is, a set of data that is a derivation made by an Authorized User from the Data, resulting from the applications of formulas, analytics or any other method) may be resold by the Authorized User only for the purpose of providing third-party analysis within an established research platform under the following conditions (however, Authorized Users may not extract or integrate any portion of the Data or Derived Data for any other purpose):

- a) Users may utilize the Data only as described herein. b) User may not export more than an insubstantial portion of the Data or Derived Data, c) Any Data exported by the User may only be distributed if the following conditions are met:
 - i) Data must be incorporated in added-value reports or presentations, either of which are part of the regular services offered by the User and not as stand-alone products.
 - ii) Data may not be used as part of a general mailing or included in external websites or other mass communication vehicles or formats, including, but not limited to, advertisements.
 - iii) Except as provided herein, Data may not be resold by User.

“Insubstantial Portions” shall mean an amount of the Data that (1) has no independent commercial value, (2) could not be used by User, its clients, Authorized Users and/or its agents as a substitute for the Data or any part of it, (3) is not separately marketed by the User, an affiliate of the User or any third-party source (either alone or with other data), and (4) is not retrieved by User, its clients, Authorized Users and/or its Agents via regularly scheduled, systematic batch jobs.

LIMITED WARRANTY; DISCLAIMER OF LIABILITY:

While Plunkett Research, Ltd. (“PRL”) has made an effort to obtain the information presented in the Data from sources deemed reliable, PRL makes no warranties, expressed or implied, regarding the Data contained herein. The Data is provided to the End-User “AS IS” without warranty of any kind. No oral or written information or advice given by PRL, its employees, distributors or representatives will create a warranty or in any way increase the scope of this Limited Warranty, and the Customer or End-User may not rely on any such information or advice

Customer Remedies : PRL’s entire liability and your exclusive remedy shall be, at PRL’s sole discretion, either (a) return of the price paid, if any, or (b) repair or replacement of the product that does not meet PRL's Limited Warranty and that is returned to PRL with sufficient evidence of or receipt for your original purchase.

NO OTHER WARRANTIES:

TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, PRL, ITS CONTENT PROVIDERS AND ITS DISTRIBUTORS DISCLAIM ALL OTHER WARRANTIES AND CONDITIONS, EITHER EXPRESSED OR IMPLIED, INCLUDING, BUT NOT LIMITED TO, IMPLIED WARRANTIES OR CONDITIONS OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE AND NON-INFRINGEMENT WITH REGARD TO THE PRODUCT, AND THE PROVISION OF OR FAILURE TO PROVIDE SUPPORT SERVICES

LIMITATION OF LIABILITY:

TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, IN NO EVENT SHALL PRL, ITS CONTENT PROVIDERS OR ITS DISTRIBUTORS BE LIABLE FOR ANY SPECIAL, INCIDENTAL OR CONSEQUENTIAL DAMAGES WHATSOEVER (INCLUDING, WITHOUT LIMITATION, DAMAGES FOR LOSS OF BUSINESS PROFITS, BUSINESS INTERRUPTION, ABILITY TO OBTAIN OR RETAIN EMPLOYMENT OR REMUNERATION, ABILITY TO PROFITABLY MAKE AN INVESTMENT, OR ANY OTHER PECUNIARY LOSS) ARISING OUT OF THE USE OF, OR RELIANCE UPON, THE DATA, OR THE INABILITY TO USE THIS DATA OR THE FAILURE OF PRL TO PROVIDE SUPPORT SERVICES, EVEN IF PRL HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. IN ANY CASE, PRL'S ENTIRE LIABILITY SHALL BE LIMITED TO THE AMOUNT ACTUALLY PAID BY YOU FOR THE PRODUCT

Among other things, this Limited Warranty applies to your ability to install or download an electronic file or software or such an installation's effects on your computer or other electronic devices. Plunkett Research, Ltd. assumes no liability and does not guarantee that this Data will install or function correctly on your computer or other electronic devices and further does not guarantee or accept any liability for the results of your attempt to install this Data, including any fault or dysfunction (including, but not limited to: computer viruses and/or alterations to computer files, registries or setups) to your computer or electronic devices that may be caused by installation or use.

CAUTION:

When using the Data or any other source for business and industry information, the user should use caution and diligence by conducting further research. The user is advised that business and industry conditions can change quickly and that there may be omissions or inaccuracies in the Data.

Market and industry statistics, company revenues, profits, debts and other details may be estimates. Financial information, company plans or status, employee benefits and other data can change quickly and may vary from those stated here. Past performance is no guarantee of future results