

## Consolidated Statements of Financial Position

(Unaudited)

	September 30 2019	December 31 2018
	\$	\$
<i>(In millions of Canadian dollars)</i>		
<b>ASSETS</b>		
<b>Current</b>		
Cash and cash equivalents	158.5	185.2
Trade and other receivables	849.5	878.1
Unbilled receivables	448.2	384.6
Contract assets	70.3	59.7
Income taxes recoverable	58.8	47.9
Prepaid expenses	42.6	56.8
Other assets	21.0	23.2
<b>Total current assets</b>	<b>1,648.9</b>	<b>1,635.5</b>
<b>Non-current</b>		
Property and equipment	295.8	289.4
Lease assets	539.4	-
Goodwill	1,663.0	1,621.2
Intangible assets	235.9	247.7
Investments in joint ventures and associates	8.6	9.4
Net employee defined benefit asset	14.2	10.0
Deferred tax assets	25.3	21.2
Other assets	194.0	175.5
<b>Total assets</b>	<b>4,625.1</b>	<b>4,009.9</b>
<b>LIABILITIES AND EQUITY</b>		
<b>Current</b>		
Trade and other payables	547.8	567.2
Lease liabilities	96.3	-
Deferred revenue	170.0	174.4
Income taxes payable	32.3	37.9
Long-term debt	48.2	48.5
Provisions	28.3	42.4
Other liabilities	10.2	23.2
<b>Total current liabilities</b>	<b>933.1</b>	<b>893.6</b>
<b>Non-current</b>		
Lease liabilities	570.9	-
Income taxes payable	15.0	15.9
Long-term debt	963.0	885.2
Provisions	96.8	78.2
Net employee defined benefit liability	54.9	68.6
Deferred tax liabilities	81.0	54.3
Other liabilities	21.0	105.4
<b>Total liabilities</b>	<b>2,735.7</b>	<b>2,101.2</b>
<b>Shareholders' equity</b>		
Share capital	867.0	867.8
Contributed surplus	26.3	24.8
Retained earnings	903.0	851.2
Accumulated other comprehensive income	91.5	163.1
<b>Total shareholders' equity</b>	<b>1,887.8</b>	<b>1,906.9</b>
<b>Non-controlling interests</b>	<b>1.6</b>	<b>1.8</b>
<b>Total liabilities and equity</b>	<b>4,625.1</b>	<b>4,009.9</b>

## Consolidated Statements of Income (Loss)

(Unaudited)

	For the quarter ended September 30		For the three quarters ended September 30	
	2019	2018	2019	2018
<i>(In millions of Canadian dollars, except per share amounts)</i>	\$	\$	\$	\$
<b>Continuing operations</b>				
<b>Gross revenue</b>	1,241.5	1,086.6	3,617.1	3,199.9
Less subconsultant and other direct expenses	288.9	239.1	806.8	680.3
<b>Net revenue</b>	952.6	847.5	2,810.3	2,519.6
Direct payroll costs	436.5	392.2	1,288.2	1,153.8
<b>Gross margin</b>	516.1	455.3	1,522.1	1,365.8
Administrative and marketing expenses	355.6	346.2	1,085.1	1,055.5
Depreciation of property and equipment	15.1	12.6	43.5	37.1
Depreciation of lease assets	29.3	-	85.2	-
Amortization of intangible assets	17.0	14.7	50.0	49.9
Net interest expense	17.2	7.4	52.1	19.4
Other net finance expense	1.2	1.6	3.8	3.6
Share of income from joint ventures and associates	(0.3)	(0.5)	(0.7)	(1.2)
Foreign exchange loss	1.5	0.1	4.2	1.6
Other expense (income)	0.2	(0.9)	(6.3)	(2.6)
<b>Income before income taxes and discontinued operations</b>	79.3	74.1	205.2	202.5
<b>Income taxes</b>				
Current	15.4	16.9	30.0	53.6
Deferred	6.1	1.3	23.2	(1.2)
<b>Total income taxes</b>	21.5	18.2	53.2	52.4
<b>Net income for the period from continuing operations</b>	57.8	55.9	152.0	150.1
<b>Discontinued operations</b>				
Net loss from discontinued operations, net of tax	-	(73.9)	-	(91.7)
<b>Net income (loss) for the period</b>	57.8	(18.0)	152.0	58.4
Weighted average number of shares outstanding - basic	111,539,779	113,868,318	111,672,688	113,935,950
Weighted average number of shares outstanding - diluted	111,547,779	113,868,318	111,672,688	114,101,964
Shares outstanding, end of the period	111,293,111	113,781,070	111,293,111	113,781,070
<b>Earnings (loss) per share, basic and diluted</b>				
Continuing operations	0.52	0.49	1.36	1.32
Discontinued operations	-	(0.65)	-	(0.81)
<b>Total basic and diluted earnings (loss) per share</b>	0.52	(0.16)	1.36	0.51