



GP STRATEGIES CORPORATION AND SUBSIDIARIES

Non-GAAP Reconciliation – EBITDA ⁽¹⁾

(In thousands)

(Unaudited)

	Quarters ended March 31,	
	<u>2016</u>	<u>2015</u>
Net income	\$ 3,800	\$ 4,107
Interest expense	245	365
Income tax expense	2,207	2,636
Depreciation and amortization	<u>1,765</u>	<u>2,068</u>
EBITDA	<u>\$ 8,017</u>	<u>\$ 9,176</u>

(1) Earnings before interest, income taxes, depreciation and amortization (EBITDA) is a widely used non-GAAP financial measure of operating performance. It is presented as supplemental information that the Company believes is useful to investors to evaluate its results because it excludes certain items that are not directly related to the Company's core operating performance. EBITDA is calculated by adding back to net income interest expense, income tax expense, depreciation and amortization. EBITDA should not be considered as a substitute either for net income, as an indicator of the Company's operating performance, or for cash flow, as a measure of the Company's liquidity. In addition, because EBITDA may not be calculated identically by all companies, the presentation here may not be comparable to other similarly titled measures of other companies.