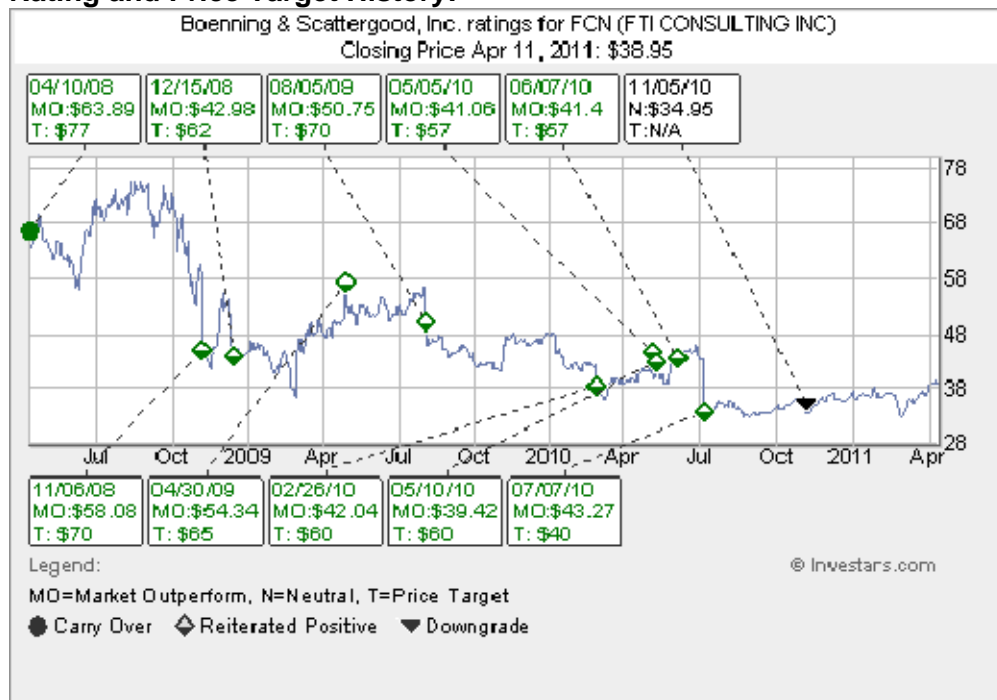


## Disclosure Appendix

### Rating and Price Target History:



### Risk Factors

The realization of any or all of the following risk factors, among others, may adversely affect the company's stock price: acquisition integration, consultant turnover, execution, and international risk.

### Analyst Certification:

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- **Neutral (Hold)**: The security's total return over the next year or longer is expected to be roughly equivalent to the total return of the S&P 500™ over the identical period.
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- **Low**: The security has higher-than-average fundamental predictability and/or lower-than-average price volatility.
- **Moderate**: The security has average fundamental predictability and/or average price volatility.
- **High**: The security has lower-than-average fundamental predictability and/or higher-than-average price volatility.
- **Speculative**: The security has very inconsistent fundamental predictability and/or very high relative price volatility.

## Ratings Distribution (3/31/11):

<u>Coverage Universe</u>	<u>% of Universe</u>	<u>Investment Banking Clients (a)</u>	<u>% of Rating Group</u>
Outperform (Buy)	43%	Outperform (Buy)	6%
Neutral (Hold)	54%	Neutral (Hold)	10%
Underperform (Sell)	3%	Underperform (Sell)	0%

(a) Related to services provided within the past 12 months.

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