

TRUEBLUE, INC.
RECONCILIATION OF NON-GAAP FINANCIAL MEASURES
(Unaudited, in thousands, except per share data)

| | 13 Weeks Ended Mar 27, 2015 | 13 Weeks Ended Jun 26, 2015 | 13 Weeks Ended Sep 25, 2015 | 13 Weeks Ended Dec 25, 2015 | Fiscal Year Ended Dec 25, 2015 |
|--|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------------------|
| GAAP net income | \$ 5,716 | \$ 17,273 | \$ 20,090 | \$ 28,168 | \$ 71,247 |
| Income tax expense | 1,473 | 6,235 | 12,796 | 4,696 | 25,200 |
| Interest expense, net | 534 | 202 | 366 | 293 | 1,395 |
| Income from operations | 7,723 | 23,710 | 33,252 | 33,157 | 97,842 |
| Depreciation and amortization | 10,520 | 10,397 | 10,498 | 10,428 | 41,843 |
| EBITDA (1) | 18,243 | 34,107 | 43,750 | 43,585 | 139,685 |
| Non-recurring acquisition and integration costs (2) | 1,156 | 2,631 | — | 1,348 | 5,135 |
| Adjusted EBITDA, as previously defined (3) | 19,399 | 36,738 | 43,750 | 44,933 | 144,820 |
| Work Opportunity Tax Credit processing fees (4) | 330 | 465 | 147 | 1,410 | 2,352 |
| Adjusted EBITDA, current definition (1) | \$ 19,729 | \$ 37,203 | \$ 43,897 | \$ 46,343 | \$ 147,172 |
| GAAP net income per diluted share | \$ 0.14 | \$ 0.42 | \$ 0.48 | \$ 0.67 | \$ 1.71 |
| Non-recurring acquisition and integration costs, net of tax (2) | 0.02 | 0.04 | — | 0.02 | 0.08 |
| Work Opportunity Tax Credit processing fees, net of taxes (4) | 0.01 | 0.01 | — | 0.02 | 0.04 |
| Amortization of intangible assets of acquired businesses, net of tax (5) | 0.08 | 0.08 | 0.08 | 0.09 | 0.33 |
| Adjust income taxes to a normalized effective tax rate (6) | (0.02) | (0.03) | 0.05 | (0.14) | (0.14) |
| Adjusted net income per diluted share, current definition (7) | \$ 0.23 | \$ 0.52 | \$ 0.61 | \$ 0.66 | \$ 2.02 |
| Adjusted net income per diluted share, as previously defined (8) | \$ 0.20 | \$ 0.45 | \$ 0.54 | \$ 0.57 | \$ 1.75 |
| Diluted weighted average shares outstanding | 41,362 | 41,475 | 41,620 | 41,748 | 41,622 |

- (1) EBITDA and Adjusted EBITDA are non-GAAP financial measures. EBITDA excludes interest, taxes, depreciation and amortization from net income. Adjusted EBITDA further excludes from EBITDA non-recurring costs related to acquisition and integration costs, as well as, Work Opportunity Tax Credit third-party processing fees. EBITDA and Adjusted EBITDA are key measures used by management to evaluate performance. EBITDA and Adjusted EBITDA should not be considered measures of financial performance in isolation or as an alternative to Income from operations in the Consolidated Statements of Operations in accordance with GAAP, and may not be comparable to similarly titled measures of other companies.

- (2) Non-recurring acquisition and integration costs consist of the acquisition and integration of Seaton, which was completed on June 30, 2014, the first business day of our third quarter of 2014, and the acquisition related costs for SIMOS and the recruitment process outsourcing business of Aon Hewitt, which were completed on December 1, 2015, and January 4, 2016, respectively.
- (3) Adjusted EBITDA, as previously defined, included Work Opportunity Tax Credit third-party processing fees.
- (4) These third-party processing fees are associated with generating the Work Opportunity Tax Credits, which are designed to encourage employers to hire workers from certain targeted groups with higher than average unemployment rates.
- (5) Amortization of intangible assets of acquired businesses, as well as, accretion expense related to acquisition earn-out.
- (6) Adjusts the effective income tax rate to the expected, ongoing rate of 32% including annual Work Opportunity Tax Credit benefits and excluding any discreet or unique items.
- (7) Adjusted net income per diluted share is a non-GAAP financial measure which excludes from net income on a per diluted share basis non-recurring costs related to acquisition and integration costs, net of tax, amortization of intangibles of acquired businesses, net of tax, accretion expense related to acquisition earn-out, net of tax, Work Opportunity Tax Credit third-party processing fees, net of tax, and adjusts income taxes to the expected ongoing effective rate. Adjusted net income per diluted share is a key measure used by management to evaluate performance and communicate comparable results. Adjusted net income per diluted share should not be considered a measure of financial performance in isolation or as an alternative to net income per diluted share in the Consolidated Statements of Operations in accordance with GAAP, and may not be comparable to similarly titled measures of other companies.
- (8) Adjusted net income per diluted share, calculated as previously defined, was tax adjusted using a marginal tax rate of 40% and included the third-party processing fees associated with generating Work Opportunity Tax Credits.

| | 13 Weeks Ended Mar 27, 2015 | 13 Weeks Ended Jun 26, 2015 | 13 Weeks Ended Sep 25, 2015 | 13 Weeks Ended Dec 25, 2015 | Fiscal Year Ended Dec 25, 2015 |
|--|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------------------|
| GAAP net income per diluted share | \$ 0.14 | \$ 0.42 | \$ 0.48 | \$ 0.67 | \$ 1.71 |
| Non-recurring acquisition and integration costs, net of tax | 0.02 | 0.04 | — | 0.02 | 0.07 |
| Amortization of intangible assets of acquired businesses, net of tax | 0.07 | 0.07 | 0.07 | 0.08 | 0.29 |
| Adjust income taxes to a normalized effective tax rate | (0.03) | (0.08) | (0.01) | (0.20) | (0.32) |
| Adjusted net income per diluted share, as previously defined | \$ 0.20 | \$ 0.45 | \$ 0.54 | \$ 0.57 | \$ 1.75 |
| Diluted weighted average shares outstanding | 41,362 | 41,475 | 41,620 | 41,748 | 41,622 |

TRUEBLUE, INC.
RECONCILIATION OF NON-GAAP FINANCIAL MEASURES
(Unaudited, in thousands, except per share data, certain amounts may not sum or recalculate due to rounding)

| | FISCAL YEAR 2014 | | | | | FISCAL YEAR 2013 | | | | |
|--|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------------------|
| | 13 Weeks Ended Mar 28, 2014 | 13 Weeks Ended Jun 27, 2014 | 13 Weeks Ended Sep 26, 2014 | 13 Weeks Ended Dec 26, 2014 | Fiscal Year Ended Dec 26, 2014 | 13 Weeks Ended Mar 29, 2013 | 13 Weeks Ended Jun 28, 2013 | 13 Weeks Ended Sep 27, 2013 | 13 Weeks Ended Dec 27, 2013 | Fiscal Year Ended Dec 27, 2013 |
| GAAP net income (loss) | \$ 1,656 | \$ 16,082 | \$ 20,910 | \$ 27,024 | \$ 65,675 | \$ (1,076) | \$ 12,537 | \$ 18,952 | \$ 14,511 | \$ 44,924 |
| Income tax expense (benefit) | 1,104 | 2,350 | 8,243 | 4,473 | 16,169 | (5,399) | 5,069 | 9,454 | 6,889 | 16,013 |
| Interest expense (income), net | (344) | (450) | 409 | 270 | (116) | (477) | (275) | (416) | (186) | (1,354) |
| Income (loss) from operations | 2,416 | 17,982 | 29,562 | 31,767 | 81,728 | (6,952) | 17,331 | 27,990 | 21,214 | 59,583 |
| Depreciation and amortization | 5,161 | 5,247 | 9,719 | 9,348 | 29,474 | 5,159 | 5,203 | 4,771 | 5,339 | 20,472 |
| EBITDA (1) | 7,577 | 23,229 | 39,281 | 41,115 | 111,202 | (1,793) | 22,534 | 32,761 | 26,553 | 80,055 |
| Non-recurring acquisition and integration costs (2) | — | 1,988 | 2,339 | 893 | 5,220 | 4,160 | 1,762 | 628 | 825 | 7,375 |
| Adjusted EBITDA, as previously defined (3) | 7,577 | 25,217 | 41,620 | 42,008 | 116,422 | 2,367 | 24,296 | 33,389 | 27,378 | 87,430 |
| Work Opportunity Tax Credit processing fees (4) | 110 | 715 | 530 | 1,665 | 3,020 | 597 | 166 | 210 | 303 | 1,276 |
| Adjusted EBITDA, current definition (1) | \$ 7,687 | \$ 25,932 | \$ 42,150 | \$ 43,673 | \$ 119,442 | \$ 2,964 | \$ 24,462 | \$ 33,599 | \$ 27,681 | \$ 88,706 |
| | | | | | | | | | | |
| GAAP net income (loss) per diluted share | \$ 0.04 | \$ 0.39 | \$ 0.51 | \$ 0.65 | \$ 1.59 | \$ (0.03) | \$ 0.31 | \$ 0.47 | \$ 0.36 | \$ 1.11 |
| Non-recurring acquisition & integration costs, net of tax (2) | — | 0.03 | 0.04 | 0.01 | 0.09 | 0.07 | 0.03 | 0.01 | 0.01 | 0.12 |
| Work Opportunity Tax Credit processing fees, net of taxes (4) | — | 0.01 | 0.01 | 0.03 | 0.05 | 0.01 | — | — | 0.01 | 0.02 |
| Amortization of intangible assets of acquired businesses, net of tax (5) | 0.03 | 0.03 | 0.08 | 0.07 | 0.20 | 0.02 | 0.02 | 0.02 | 0.03 | 0.08 |
| Adjust income taxes to a normalized effective tax rate (6) | 0.01 | (0.09) | (0.03) | (0.14) | (0.24) | (0.08) | (0.01) | 0.01 | — | (0.09) |
| Adjusted net income (loss) per diluted share, current definition (7) | \$ 0.08 | \$ 0.37 | \$ 0.61 | \$ 0.62 | \$ 1.69 | \$ (0.01) | \$ 0.35 | \$ 0.51 | \$ 0.41 | \$ 1.24 |
| Adjusted net income (loss) per diluted share, as previously defined (8) | \$ 0.06 | \$ 0.32 | \$ 0.53 | \$ 0.52 | \$ 1.45 | \$ (0.02) | \$ 0.31 | \$ 0.45 | \$ 0.35 | \$ 1.08 |
| | | | | | | | | | | |
| Diluted weighted average shares outstanding | 40,891 | 40,969 | 41,038 | 41,317 | 41,176 | 39,784 | 40,421 | 40,670 | 40,775 | 40,502 |

- (1) EBITDA and Adjusted EBITDA are non-GAAP financial measures. EBITDA excludes interest, taxes, depreciation and amortization from net income. Adjusted EBITDA further excludes from EBITDA non-recurring costs related to the purchase, integration, reorganization and shut-down activities related to acquisitions, as well as, Work Opportunity Tax Credit third-party processing fees. EBITDA and Adjusted EBITDA are key measures used by management in evaluating performance. EBITDA and Adjusted EBITDA should not be considered measures of financial performance in isolation or as an alternative to Income from operations in the Consolidated Statements of Operations in accordance with GAAP, and may not be comparable to similarly titled measures of other companies.
- (2) Non-recurring acquisition and integration costs for 2014 related to the acquisition of Seaton. Non-recurring acquisition and integration costs for 2013 related to the acquisitions of MDT and TWC.
- (3) Adjusted EBITDA, as previously defined, included Work Opportunity Tax Credit third-party processing fees.
- (4) These third-party processing fees are associated with generating the Work Opportunity Tax Credits, which are designed to encourage employers to hire workers from certain targeted groups with higher than average unemployment rates.
- (5) Amortization of intangible assets of acquired businesses.
- (6) Adjusts the effective income tax rate to the expected, ongoing rate of 32% including annual Work Opportunity Tax Credit benefits and excluding any discreet or unique items.
- (7) Adjusted net income (loss) per diluted share is a non-GAAP financial measure which excludes from net income(loss) on a per diluted share basis non-recurring costs related to the purchase, integration, reorganization and shutdown activities related to acquisitions, net of tax, net of tax, amortization of intangibles of acquired businesses, net of tax, as well as, Work Opportunity Tax Credit third-party processing fees, net of tax, and adjusts income taxes to the expected, ongoing effective rate. Adjusted net income(loss) per diluted share is a key measure used by management to evaluate performance and communicate comparable results. Adjusted net income(loss) per diluted share should not be considered a measure of financial performance in isolation or as an alternative to net income(loss) per diluted share in the Consolidated Statements of Operations in accordance with GAAP, and may not be comparable to similarly titled measures of other companies.
- (8) Adjusted net income (loss) per diluted share, as previously defined, was tax adjusted using a marginal tax rate of 40% and included the third-party processing fees associated with generating Work Opportunity Tax Credits.

| | FISCAL YEAR 2014 | | | | | FISCAL YEAR 2013 | | | | |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|--------------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|--------------------------------------|
| | 13 Weeks Ended Mar 28, 2014 | 13 Weeks Ended Jun 27, 2014 | 13 Weeks Ended Sep 26, 2014 | 13 Weeks Ended Dec 26, 2014 | Fiscal Year Ended Dec 26, 2014 | 13 Weeks Ended Mar 29, 2013 | 13 Weeks Ended Jun 28, 2013 | 13 Weeks Ended Sep 27, 2013 | 13 Weeks Ended Dec 27, 2013 | Fiscal Year Ended Dec 27, 2013 |
| GAAP net income (loss) per diluted share | \$ 0.04 | \$ 0.39 | \$ 0.51 | \$ 0.65 | \$ 1.59 | \$ (0.03) | \$ 0.31 | \$ 0.47 | \$ 0.36 | \$ 1.11 |
| Non-recurring acquisition & integration costs, net of tax | — | 0.03 | 0.03 | 0.01 | 0.08 | 0.06 | 0.03 | 0.01 | 0.01 | 0.11 |
| Amortization of intangible assets of acquired businesses, net of tax | 0.02 | 0.02 | 0.07 | 0.06 | 0.18 | 0.02 | 0.02 | 0.02 | 0.02 | 0.07 |
| Adjust income taxes to a normalized effective tax rate | — | (0.12) | (0.08) | (0.20) | (0.40) | (0.07) | (0.05) | (0.05) | (0.04) | (0.21) |
| Adjusted net income (loss) per diluted share, as previously defined | <u>\$ 0.06</u> | <u>\$ 0.32</u> | <u>\$ 0.53</u> | <u>\$ 0.52</u> | <u>\$ 1.45</u> | <u>\$ (0.02)</u> | <u>\$ 0.31</u> | <u>\$ 0.45</u> | <u>\$ 0.35</u> | <u>\$ 1.08</u> |
| | | | | | | | | | | |
| Diluted weighted average shares outstanding | 40,891 | 40,969 | 41,038 | 41,317 | 41,176 | 39,784 | 40,421 | 40,670 | 40,775 | 40,502 |