

ExlService Holdings, Inc.  
Form 10-Q  
November 06, 2013  
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**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**  
**WASHINGTON, D.C. 20549**

**FORM 10-Q**

(Mark One)

**QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

**FOR THE QUARTERLY PERIOD ENDED SEPTEMBER 30, 2013**

**OR**

**TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**

**FOR THE TRANSITION PERIOD FROM TO**

**COMMISSION FILE NUMBER 001-33089**

**EXLSERVICE HOLDINGS, INC.**

(Exact name of registrant as specified in its charter)

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**DELAWARE**  
(State or other jurisdiction of  
incorporation or organization)

**82-0572194**  
(I.R.S. Employer  
Identification No.)

**280 PARK AVENUE, 38<sup>TH</sup> FLOOR**

**NEW YORK, NEW YORK**  
(Address of principal executive offices)

**10017**  
(Zip code)

**(212) 277-7100**  
(Registrant's telephone number, including area code)

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes  No

Indicate by check mark whether the registrant has submitted electronically and posted on its corporate Web site, if any, every Interactive Data File required to be submitted and posted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit and post such files). Yes  No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, or a smaller reporting company. See the definitions of large accelerated filer, accelerated filer and smaller reporting company in Rule 12b-2 of the Exchange Act. (Check one):

Large accelerated filer  Accelerated filer   
Non-accelerated filer  (Do not check if a smaller reporting company) Smaller reporting company   
Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes  No

As of November 05, 2013, there were 32,934,882 shares of the registrant's common stock outstanding (excluding 349,280 shares held in treasury and 4,434 shares of restricted stock), par value \$0.001 per share.

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**Table of Contents****PART 1. FINANCIAL INFORMATION****ITEM 1. FINANCIAL STATEMENTS****EXLSERVICE HOLDINGS, INC.****CONSOLIDATED BALANCE SHEETS****(In thousands, except share and per share amounts)**

	<b>September 30, 2013 (Unaudited)</b>	<b>December 31, 2012 (Recasted)</b>
<b>Assets</b>		
Current assets:		
Cash and cash equivalents	\$ 132,393	\$ 103,037
Short-term investments	6,154	6,137
Restricted cash	527	573
Accounts receivable, net	74,054	72,443
Prepaid expenses	3,303	5,072
Deferred tax assets, net	6,353	7,460
Advance income tax, net	2,717	4,317
Other current assets	12,146	7,065
<b>Total current assets</b>	<b>237,647</b>	<b>206,104</b>
Fixed assets, net	31,690	39,356
Restricted cash	3,426	3,752
Deferred tax assets, net	13,978	14,123
Intangible assets, net	35,621	40,711
Goodwill	107,058	110,948
Other assets	17,348	20,860
<b>Total assets</b>	<b>\$ 446,768</b>	<b>\$ 435,854</b>
<b>Liabilities and Stockholders Equity</b>		
Current liabilities:		
Accounts payable	\$ 2,197	\$ 3,604
Deferred revenue	5,395	7,922
Accrued employee cost	25,894	29,393
Accrued expenses and other current liabilities	32,484	31,737
Current portion of capital lease obligations	1,129	1,685
<b>Total current liabilities</b>	<b>67,099</b>	<b>74,341</b>
Capital lease obligations, less current portion	1,533	2,679
Non-current liabilities	18,330	14,317
<b>Total liabilities</b>	<b>86,962</b>	<b>91,337</b>
Commitments and contingencies (See Note 15)		
Preferred stock, \$0.001 par value; 15,000,000 shares authorized, none issued		

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### Stockholders' equity:

Common stock, \$0.001 par value; 100,000,000 shares authorized, 33,249,047 shares issued and 32,899,767 shares outstanding as of September 30, 2013 and 32,540,082 shares issued and 32,203,820 shares outstanding as of December 31, 2012	33	33
Additional paid-in-capital	209,344	195,248
Retained earnings	221,120	188,882
Accumulated other comprehensive loss	(67,278)	(36,647)
<b>Total stockholders' equity including shares held in treasury</b>	<b>363,219</b>	<b>347,516</b>
Less: 349,280 shares as of September 30, 2013 and 336,262 shares as of December 31, 2012, held in treasury, at cost	(3,413)	(3,024)
<b>ExlService Holdings, Inc. stockholders' equity</b>	<b>359,806</b>	<b>344,492</b>
Non-controlling interest		25
<b>Total stockholders' equity</b>	<b>359,806</b>	<b>344,517</b>
<b>Total liabilities and stockholders' equity</b>	<b>\$ 446,768</b>	<b>\$ 435,854</b>

*See accompanying notes.*

**Table of Contents****EXLSERVICE HOLDINGS, INC.****CONSOLIDATED STATEMENTS OF INCOME****(Unaudited)****(In thousands, except share and per share amounts)**

	Three months ended September 30,		Nine months ended September 30,	
	2013	2012	2013	2012
Revenues	\$ 122,315	\$ 112,639	\$ 354,329	\$ 325,277
Cost of revenues (exclusive of depreciation and amortization)	72,049	68,650	218,892	201,367
Gross profit	50,266	43,989	135,437	123,910
Operating expenses:				
General and administrative expenses	15,791	13,777	44,265	40,982
Selling and marketing expenses	8,993	7,009	27,884	22,502
Depreciation and amortization	5,969	6,333	18,843	18,732
Total operating expenses	30,753	27,119	90,992	82,216
Income from operations	19,513	16,870	44,445	41,694
Other income/(expense):				
Foreign exchange loss	(2,508)	(1,345)	(3,126)	(2,367)
Interest and other income, net	465	507	1,761	1,321
Income before income taxes	17,470	16,032	43,080	40,648
Income tax provision	4,230	4,329	10,842	10,975
Net income	\$ 13,240	\$ 11,703	\$ 32,238	\$ 29,673
Earnings per share:				
Basic	\$ 0.40	\$ 0.36	\$ 0.98	\$ 0.93
Diluted	\$ 0.39	\$ 0.35	\$ 0.95	\$ 0.90
Weighted-average number of shares used in computing earnings per share:				
Basic	32,907,281	32,154,001	32,737,267	31,857,909
Diluted	33,955,445	33,283,854	33,859,525	33,055,857

*See accompanying notes.*

**Table of Contents****EXLSERVICE HOLDINGS, INC.****CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME/(LOSS)****(Unaudited)****(In thousands)**

	<b>Three months ended September 30,</b>		<b>Nine months ended September 30,</b>	
	<b>2013</b>	<b>2012</b>	<b>2013</b>	<b>2012</b>
Net income	\$ 13,240	\$ 11,703	\$ 32,238	\$ 29,673
Other comprehensive (loss)/gain:				
Unrealized (loss)/gain on effective cash flow hedges, net of taxes of (\$1,359), \$2,468, (\$3,048) and \$978, respectively	(4,851)	7,512	(12,138)	3,881
Foreign currency translation adjustment	(7,588)	8,035	(21,194)	1,580
Reclassification adjustments				
Realized loss on cash flow hedges, net of taxes of \$422, \$460, \$1,211 and \$1,892, respectively <sup>(1)</sup>	910	1,558	2,619	5,389
Retirement benefits, net of taxes of \$7, \$6, \$24 and \$20, respectively <sup>(2)</sup>	25	24	82	74
Total other comprehensive (loss)/gain	(11,504)	17,129	(30,631)	10,924
Total comprehensive income	\$ 1,736	\$ 28,832	\$ 1,607	\$ 40,597

(1) These are reclassified to net income and are included in the foreign exchange loss in the unaudited consolidated statements of income. See Note 7 to the unaudited consolidated financial statements.

(2) These are reclassified to net income and are included in the computation of net periodic pension costs in the unaudited consolidated statements of income. See Note 10 to the unaudited consolidated financial statements.  
See accompanying notes.

**Table of Contents****EXLSERVICE HOLDINGS, INC.****CONSOLIDATED STATEMENTS OF CASH FLOW****(Unaudited)****(In thousands)**

	<b>Nine months ended September 30,</b>	
	<b>2013</b>	<b>2012</b>
<b>Cash flows from operating activities:</b>		
Net income	\$ 32,238	\$ 29,673
<b>Adjustments to reconcile net income to net cash provided by operating activities:</b>		
Depreciation and amortization	18,843	18,732
Stock-based compensation expense	9,472	7,329
Amortization of debt issuance cost	114	114
Non-employee stock options		32
Unrealized foreign exchange (gain)/loss	(7,792)	555
Loss on sale of a business unit	190	
Deferred income taxes	1,829	2,058
Non-controlling interest	2	1
<b>Change in operating assets and liabilities:</b>		
Restricted cash	(68)	(122)
Accounts receivable	(1,459)	(9,709)
Prepaid expenses and other current assets	(3,962)	(4,717)
Accounts payable	(1,163)	(210)
Deferred revenue	(2,521)	(3,117)
Accrued employee cost	(3,343)	(1,448)
Accrued expenses and other liabilities	(1,853)	(447)
Advance income tax, net	2,474	2,775
Other assets	1,229	1,857
<b>Net cash provided by operating activities</b>	<b>44,230</b>	<b>43,356</b>
<b>Cash flows from investing activities:</b>		
Purchase of fixed assets	(11,735)	(17,008)
Business acquisition	(1,183)	
Purchase of short-term investments	(1,692)	(9,678)
Proceeds from redemption of short-term investments	1,016	10,690
<b>Net cash used for investing activities</b>	<b>(13,594)</b>	<b>(15,996)</b>
<b>Cash flows from financing activities:</b>		
Principal payments on capital lease obligations	(1,230)	(1,260)
Payment for purchase of non-controlling interest	(27)	
Acquisition of treasury stock	(389)	(331)
Proceeds from exercise of stock options	4,624	8,869
<b>Net cash provided by financing activities</b>	<b>2,978</b>	<b>7,278</b>
<b>Effect of exchange rate changes on cash and cash equivalents</b>	<b>(4,258)</b>	<b>1,548</b>



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Net increase in cash and cash equivalents	29,356	36,186
Cash and cash equivalents, beginning of period	103,037	82,393
Cash and cash equivalents, end of period	\$ 132,393	\$ 118,579

*See accompanying notes.*

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**EXLSERVICE HOLDINGS, INC.**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**September 30, 2013**

**(Unaudited)**

**(In thousands, except share and per share amounts)**

**1. Organization and Basis of Presentation**

***Organization***

ExlService Holdings, Inc. ( ExlService Holdings ) is organized as a corporation under the laws of the State of Delaware. ExlService Holdings, together with its subsidiaries (collectively, the Company ), is a leading provider of outsourcing and transformation services. The Company's clients are located principally in the U.S. and the U.K.

***Basis of Presentation***

The unaudited interim consolidated financial statements have been prepared in accordance with U.S. generally accepted accounting principles ( US GAAP ) for interim financial information, the instructions to Form 10-Q and Article 10 of Regulation S-X. Accordingly, they do not include all of the information and footnotes required by US GAAP for annual financial statements and therefore should be read in conjunction with the audited consolidated financial statements and footnotes thereto included in the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2012.

The unaudited interim consolidated financial statements reflect all adjustments (of a normal and recurring nature) that management considers necessary for a fair presentation of such statements for the interim periods presented. The unaudited consolidated statements of income for the interim periods presented are not necessarily indicative of the results for the full year or for any subsequent period.

**2. Summary of Significant Accounting Policies**

***Principles of Consolidation***

The accompanying unaudited consolidated financial statements include the financial statements of ExlService Holdings and all of its subsidiaries. All intercompany balances and transactions have been eliminated in consolidation.

The non-controlling interest as on December 31, 2012 represented the minority partner's interest in the operation of exl Service.com (India) Private Limited ( Exl India ) and the profits associated with the minority partner's interest in those operations in the consolidated balance sheet and the consolidated statements of income. During the three months ended September 30, 2013, the Company purchased the entire non-controlling interest from the minority partner for an insignificant amount. The non-controlling interest expenses in these operations for the three and nine months ended September 30, 2013 and 2012 were insignificant and are included under general and administrative expenses in the unaudited consolidated statements of income.

***Use of Estimates***

The preparation of the unaudited consolidated financial statements in conformity with US GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the unaudited consolidated financial statements and the unaudited consolidated statements of income during the reporting period. Estimates are based upon management's best assessment of the current business environment. Actual results could differ from those estimates. The significant estimates and assumptions that affect the financial statements include, but are not limited to, allowance for doubtful receivables, service tax receivables, assets and obligations related to employee benefit plans, deferred tax valuation allowances, income-tax uncertainties and other contingencies, valuation of derivative financial instruments, stock-based compensation expense, depreciation and amortization periods, purchase price allocation, recoverability of long-term assets including goodwill and intangibles, and estimates to complete fixed price contracts.



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**EXLSERVICE HOLDINGS, INC.**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

**September 30, 2013**

**(Unaudited)**

**(In thousands, except share and per share amounts)**

***Recent Accounting Pronouncements***

In December 2011, the Financial Accounting Standards Board ( FASB ) issued Accounting Standard Update (ASU) No. 2011-11, *Disclosures about Offsetting Assets and Liabilities*, (ASU No. 2011-11) which is effective for annual reporting periods beginning on or after January 1, 2013, and interim periods within those annual periods. This authoritative guidance was issued to enhance disclosure requirements on offsetting financial assets and liabilities. The new rules require companies to disclose both gross and net information about instruments and transactions eligible for offset in the statement of financial position, as well as instruments and transactions subject to a netting arrangement. In January 2013, the FASB further issued ASU No. 2013-01, *Clarifying the Scope of Disclosures about Offsetting Assets and Liabilities* to address implementation issues surrounding the scope of ASU No. 2011-11 and to clarify the scope of the offsetting disclosures and address any unintended consequences. The adoption of this guidance from January 2013 did not have a material impact on the Company's unaudited consolidated financial statements.

In July 2012, the FASB issued ASU No. 2012-02, *Testing Indefinite-Lived Intangible Assets for Impairment*, (ASU No. 2012-02) which simplifies the guidance for testing the impairment of indefinite-lived intangible assets other than goodwill. Examples of intangible assets subject to the guidance include indefinite-lived trademarks, licenses and distribution rights. The amendment provides the option to first assess qualitative factors to determine whether it is necessary to perform the quantitative impairment test. Under the option, an entity is no longer required to calculate the fair value of an indefinite-lived intangible asset unless the entity determines, based on a qualitative assessment, that it is more likely than not that its fair value is less than its carrying amount. This amendment is effective for fiscal years beginning after September 15, 2012, with early adoption permitted. The adoption of this standard did not have a material impact on the Company's unaudited consolidated financial statements.

In October 2012, the FASB issued ASU No. 2012-04, *Technical Corrections and Improvements*, (ASU No. 2012-04) which makes technical corrections and improvements to a variety of topics in the FASB Accounting Standards Codification (the Codification). The changes include source literature amendments, guidance clarification, reference corrections and relocated guidance. The ASU also includes conforming amendments to the Codification to reflect ASC 820's fair value measurement and disclosure requirements. The adoption of this standard effective January 1, 2013 did not have a material impact on the Company's unaudited consolidated financial statements.

In February 2013, the FASB issued ASU No. 2013-02, *Reporting of Amounts Reclassified out of Accumulated Other Comprehensive Income* (ASU No. 2013-02). Under ASU No. 2013-02, an entity is required to provide information about the amounts reclassified out of accumulated other comprehensive income ( AOCI ) by component. In addition, an entity is required to present, either on the face of the financial statements or in the notes, significant amounts reclassified out of AOCI by the respective line items of net income, but only if the amount reclassified is required to be reclassified in its entirety in the same reporting period. For amounts that are not required to be reclassified in their entirety to net income, an entity is required to cross-reference to other disclosures that provide additional details about those amounts. ASU No. 2013-02 does not change the current requirements for reporting net income or other comprehensive income in the financial statements. ASU No. 2013-02 became effective from January 1, 2013 and the new guidance did not have any material impact on the Company's unaudited consolidated financial statements.

In March 2013, the FASB issued ASU No. 2013-05, *Parent's Accounting for the Cumulative Translation Adjustment upon Derecognition of Certain subsidiaries or Groups of Assets within a Foreign Entity or of an Investment in a Foreign Entity* (ASU 2013-05). It applies to the release of the currency translation adjustment into net income when a parent either sells a part of all of its investment in a foreign entity or no longer holds a controlling financial interest in a subsidiary or group of assets that is a nonprofit activity or a business within a foreign entity. For public entities, the amendments are effective for fiscal years and interim reporting periods beginning after December 15, 2013. The Company is currently assessing the impact, if any, on its unaudited consolidated financial statements.



**Table of Contents****EXLSERVICE HOLDINGS, INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****September 30, 2013****(Unaudited)****(In thousands, except share and per share amounts)**

In July 2013, the FASB issued ASU No. 2013-11, *Presentation of an Unrecognized Tax Benefit When a Net Operating Loss Carryforward, a Similar Tax Loss, or a Tax Credit Carryforward Exists* (ASU No. 2013-11). The provisions of the rule require an unrecognized tax benefit to be presented as a reduction to a deferred tax asset in the financial statements for a net operating loss carryforward, a similar tax loss, or a tax credit carryforward except in circumstances when the carryforward or tax loss is not available at the reporting date under the tax laws of the applicable jurisdiction to settle any additional income taxes or the tax law does not require the entity to use, and the entity does not intend to use, the deferred tax asset for such purposes. When those circumstances exist, the unrecognized tax benefit should be presented in the financial statements as a liability and should not be combined with deferred tax assets. The new financial statement presentation provisions relating to this update are prospective and effective for interim and annual periods beginning after December 15, 2013, with early adoption permitted. The Company is currently assessing the impact, if any, on its unaudited consolidated financial statements.

***Accrued expenses and other current liabilities***

Accrued expenses and other current liabilities consist of the following:

	<b>September 30, 2013</b>	<b>December 31, 2012</b>
Accrued expenses	\$ 16,501	\$ 20,134
Derivative instruments	11,680	6,403
Other current liabilities	4,303	5,200
Accrued expenses and other current liabilities	\$ 32,484	\$ 31,737

***Non-current liabilities***

Non-current liabilities consist of the following:

	<b>September 30, 2013</b>	<b>December 31, 2012</b>
Derivative instruments	\$ 8,084	\$ 3,458
Unrecognized tax benefits	2,513	2,680
Deferred rent	4,986	4,631
Retirement benefits	2,594	2,380
Other non-current liabilities	153	1,168
Non-current liabilities	\$ 18,330	\$ 14,317

**3. Earnings Per Share**

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Basic earnings per share is computed by dividing net income to common stockholders by the weighted average number of common shares outstanding during each period. Diluted earnings per share is computed using the weighted average number of common shares plus the potentially dilutive effect of common stock equivalents issued and outstanding at the reporting date, using the treasury stock method. Stock options, restricted stock and restricted stock units that are anti-dilutive are excluded from the computation of weighted average shares outstanding.

**Table of Contents****EXLSERVICE HOLDINGS, INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****September 30, 2013****(Unaudited)****(In thousands, except share and per share amounts)**

The following table sets forth the computation of basic and diluted earnings per share:

	Three months ended September 30,		Nine months ended September 30,	
	2013	2012	2013	2012
<b>Numerators:</b>				
Net income	\$ 13,240	\$ 11,703	\$ 32,238	\$ 29,673
<b>Denominators:</b>				
Basic weighted average common shares outstanding	32,907,281	32,154,001	32,737,267	31,857,909
Dilutive effect of share based awards	1,048,164	1,129,853	1,122,258	1,197,948
Diluted weighted average common shares outstanding	33,955,445	33,283,854	33,859,525	33,055,857
<b>Earnings per share:</b>				
Basic	\$ 0.40	\$ 0.36	\$ 0.98	\$ 0.93
Diluted	\$ 0.39	\$ 0.35	\$ 0.95	\$ 0.90
Weighted average common shares considered anti-dilutive in computing diluted earnings per share	219,189	412,873	242,269	430,309

**4. Segment Information**

The Company is organized around its outsourcing services and transformation services segments. The Company's October 2012 acquisition of Landacorp, Inc. ( Landacorp ) is classified within the outsourcing services segment. See note 5 for further details regarding the acquisition of Landacorp (the Landacorp Acquisition ).

The chief operating decision maker generally reviews financial information at the consolidated statement of income level but does not review any information except for revenues and cost of revenues of the individual segments. Therefore, the Company does not allocate or evaluate operating expenses, interest expense or income, capital expenditures, and income taxes to its operating segments. Consequently, it is not practical to show assets, capital expenditures, depreciation or amortization by segment.

Revenues and cost of revenues for each of the three months ended September 30, 2013 and 2012 for the Company's outsourcing services and transformation services segments, respectively, are as follows:

	Three months ended September 30, 2013			Three months ended September 30, 2012		
	Outsourcing Services	Transformation Services	Total	Outsourcing Services	Transformation Services	Total
Revenues	\$ 99,672	\$ 22,643	\$ 122,315	\$ 91,984	\$ 20,655	\$ 112,639
Cost of revenues (exclusive of depreciation and amortization)	56,531	15,518	72,049	55,658	12,992	68,650



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Gross profit	\$ 43,141	\$ 7,125	\$ 50,266	\$ 36,326	\$ 7,663	\$ 43,989
Operating expenses			30,753			27,119
Other income/(expense)			(2,043)			(838)
Income tax provision			4,230			4,329
Net income			\$ 13,240			\$ 11,703

**Table of Contents****EXLSERVICE HOLDINGS, INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****September 30, 2013****(Unaudited)****(In thousands, except share and per share amounts)**

Revenues and cost of revenues for each of the nine months ended September 30, 2013 and 2012 for the Company's outsourcing services and transformation services segments, respectively, are as follows:

	Nine months ended September 30, 2013			Nine months ended September 30, 2012		
	Outsourcing Services	Transformation Services	Total	Outsourcing Services	Transformation Services	Total
Revenues	\$ 294,573	\$ 59,756	\$ 354,329	\$ 270,640	\$ 54,637	\$ 325,277
Cost of revenues (exclusive of depreciation and amortization)	175,490	43,402	218,892	166,637	34,730	201,367
Gross profit	\$ 119,083	\$ 16,354	\$ 135,437	\$ 104,003	\$ 19,907	\$ 123,910
Operating expenses			90,992			82,216
Other income/(expense)			(1,365)			(1,046)
Income tax provision			10,842			10,975
Net income			\$ 32,238			\$ 29,673

**5. Business Combinations, Goodwill and Intangible Assets**

On October 12, 2012, the Company acquired Landacorp, a leading provider of healthcare solutions and technology. Landacorp has more than 50 million lives under management on its software platforms and has developed services and technology solutions that share vital clinical data with payers, providers, plan participants and accountable care organizations. The Landacorp Acquisition furthers the Company's strategic intent to continue investing in the healthcare domain and strengthen its capabilities to serve the U.S. healthcare industry and continue to invest in building processes, analytics and platform capabilities in its focused verticals. Accordingly, the Company paid a premium for the acquisition which is being reflected in the goodwill recognized from the purchase price allocation of the total purchase consideration paid by the Company.

The total purchase price of the acquisition is as follows:

Enterprise Value	\$ 37,500
Add: Working capital adjustments*	1,183
Total purchase price	\$ 38,683

\* Paid in January 2013.

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After the December 31, 2012 consolidated financial statements were issued, the Company received further information including a revised valuation report from a third party valuation firm with respect to the Landacorp Acquisition. After considering the results of the additional information, the Company revised its estimates related to certain of its acquired intangibles and other assets as of the date of acquisition as follows:

**Table of Contents****EXLSERVICE HOLDINGS, INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****September 30, 2013****(Unaudited)****(In thousands, except share and per share amounts)**

	<b>Revised Allocation</b>	<b>Initial Allocation</b>
<b>Assets</b>		
Identifiable intangible assets:		
Customer relationships	\$ 5,664	\$ 7,095
Developed technology	3,881	5,313
Trade names	601	549
Net tangible assets	9,261	10,727
Goodwill	19,276	14,999
Total purchase price	\$ 38,683	\$ 38,683

This revision did not have a material impact on the Company's consolidated earnings for the year ended December 31, 2012. As required by the accounting guidance for business combinations, this adjustment was recorded by the Company retrospectively as of the acquisition date resulting in changes to the preliminary amounts as set forth in the Company's December 31, 2012 consolidated balance sheet included in its Annual Report on Form 10-K for the year ended December 31, 2012.

**Goodwill**

The following table sets forth details of the Company's goodwill balance as of September 30, 2013:

	<b>Outsourcing Services</b>	<b>Transformation Services</b>	<b>Total</b>
Balance at January 1, 2012	\$ 75,502	\$ 16,785	\$ 92,287
Goodwill arising from Landacorp acquisition	19,276		19,276
Purchase accounting adjustments <sup>(1)</sup>	422		422
Currency translation adjustments	(1,037)		(1,037)
Balance at December 31, 2012	\$ 94,163	\$ 16,785	\$ 110,948
Currency translation adjustments	(3,640)		(3,640)
Allocation on sale of a business unit <sup>(2)</sup>	(250)		(250)
Balance at September 30, 2013	\$ 90,273	\$ 16,785	\$ 107,058

(1) Relates to the acquisition of Business Process Outsourcing Inc. ( OPI ) on May 31, 2011 (the OPI Acquisition ) pertaining to service tax receivables included under other current assets in the consolidated balance sheet as of December 31, 2011.

(2) Relates to the sale of a business unit (acquired with the OPI acquisition) during the three months ended September 30, 2013. The net loss recognized from the sale of this business unit is \$190 and is included under other income/ (expense) in the consolidated statements of income for the three months and nine months ended September 30, 2013.



**Table of Contents****EXLSERVICE HOLDINGS, INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****September 30, 2013****(Unaudited)****(In thousands, except share and per share amounts)****Intangible Assets**

Information regarding the Company's intangible assets is as follows:

	As of September 30, 2013		
	Gross Carrying Amount	Accumulated Amortization	Net Carrying Amount
Customer relationships	\$ 38,602	\$ (11,107)	\$ 27,495
Leasehold benefits	2,947	(1,366)	1,581
Developed technology	6,014	(1,266)	4,748
Non-compete agreements	1,316	(1,316)	
Trade names and trademarks	3,322	(1,525)	1,797
	\$ 52,201	\$ (16,580)	\$ 35,621

	As of December 31, 2012		
	Gross Carrying Amount	Accumulated Amortization	Net Carrying Amount
Customer relationships	\$ 38,728	\$ (7,832)	\$ 30,896
Leasehold benefits	3,355	(1,213)	2,142
Developed technology	6,013	(683)	5,330
Non-compete agreements	1,316	(1,316)	
Trade names and trademarks	3,322	(979)	2,343
	\$ 52,734	\$ (12,023)	\$ 40,711

Amortization expense for the three months ended September 30, 2013 and 2012 was \$1,534 and \$1,324, respectively. Amortization expense for the nine months ended September 30, 2013 and 2012 was \$4,764 and \$4,083, respectively. The weighted average life of intangible assets was 8.8 years for customer relationships, 6.8 years for leasehold benefits, 8.0 years for developed technology, 1.5 years for non-compete agreements and 3.5 years for trade names and trademarks excluding indefinite life trade names and trademarks. The Company had \$900 of indefinite life trade names and trademarks as of September 30, 2013 and December 31, 2012.

Estimated amortization of intangible assets during the year ending September 30,	
2014	\$ 5,938
2015	\$ 5,538

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2016	\$ 5,538
2017	\$ 5,530
2018	\$ 5,413

**Table of Contents****EXLSERVICE HOLDINGS, INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

September 30, 2013

(Unaudited)

(In thousands, except share and per share amounts)

**6. Fair Value Measurements***Assets and Liabilities Measured at Fair Value*

The following table sets forth the Company's assets and liabilities that were accounted for at fair value on a recurring basis as of September 30, 2013 and December 31, 2012. The table excludes short-term investments, accounts receivable, accounts payable and accrued expenses for which fair values approximate their carrying amounts.

As of September 30, 2013	Level 1	Level 2	Level 3	Total
<b>Assets</b>				
Money market and mutual funds	\$ 96,781	\$	\$	\$ 96,781
Derivative financial instruments		603		603
Total	\$ 96,781	\$ 603	\$	\$ 97,384
<b>Liabilities</b>				
Derivative financial instruments	\$	\$ 19,764	\$	\$ 19,764
Total	\$	\$ 19,764	\$	\$ 19,764
As of December 31, 2012	Level 1	Level 2	Level 3	Total
<b>Assets</b>				
Money market and mutual funds	\$ 64,766	\$	\$	\$ 64,766
Derivative financial instruments		1,730		1,730
Total	\$ 64,766	\$ 1,730	\$	\$ 66,496
<b>Liabilities</b>				
Derivative financial instruments		9,861		\$ 9,861
Total	\$	\$ 9,861	\$	\$ 9,861

*Derivative Financial Instruments*

The Company's derivative financial instruments consist of foreign currency forward exchange contracts. Fair values for derivative financial instruments are based on independent sources including highly rated financial institutions and are classified as Level 2. See Note 7 for further details on Derivatives and Hedge Accounting.



## 7. Derivatives and Hedge Accounting

The Company uses derivative instruments and hedging transactions to mitigate exposure to foreign currency fluctuation risks associated with forecasted transactions denominated in certain foreign currencies and to minimize earnings and cash flow volatility associated with changes in foreign currency exchange rates. The Company's derivative financial instruments are largely forward foreign exchange contracts that are designated effective and that qualify as cash flow hedges under ASC topic 815, *Derivatives and hedging* (ASC No. 815). The Company also uses derivatives consisting of foreign currency exchange contracts not designated as hedging instruments under ASC No. 815 to hedge intercompany balances and other monetary assets or liabilities denominated in currencies other than the Company's functional currency. The Company's primary exchange rate exposure is with the Indian Rupee, U.K. pound sterling and the Philippine peso. The Company also has exposure in Czech koruna and other local currencies in which it operates.

The Company had outstanding foreign exchange contracts totaling \$262,454 and GBP 11,800 as of September 30, 2013 and totaling \$221,255 and GBP 11,544 as of December 31, 2012. The Company estimates that approximately \$11,430 of net derivative losses included in AOCI could be reclassified into earnings within the next twelve months based on exchange rates prevailing as of September 30, 2013. As of September 30, 2013, the maximum outstanding term of derivative instruments that hedge forecasted transactions was forty-five months.

**Table of Contents****EXLSERVICE HOLDINGS, INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****September 30, 2013****(Unaudited)****(In thousands, except share and per share amounts)**

The Company evaluates the hedge effectiveness at the time a contract is entered into as well as on an ongoing basis. If during this time a contract is deemed ineffective, the change in the fair value is recorded in the unaudited consolidated statements of income and is included in foreign exchange loss. For hedging positions that are discontinued because the forecasted transaction is not expected to occur by the end of the originally specified period, any related derivative amounts recorded in equity are reclassified to earnings. No significant amounts of gains or losses were reclassified from AOCI into earnings as a result of forecasted transactions that failed to occur during the three and nine months ended September 30, 2013 and 2012.

The following tables set forth the fair value of the foreign currency exchange contracts and their location on the unaudited consolidated financial statements:

*Derivatives designated as hedging instruments*

	September 30, 2013	December 31, 2012
<b>Other current assets:</b>		
Foreign currency exchange contracts	\$ 250	\$ 980
<b>Other assets:</b>		
Foreign currency exchange contracts	\$ 181	\$ 750
<b>Accrued expenses and other current liabilities:</b>		
Foreign currency exchange contracts	\$ 11,680	\$ 6,249
<b>Other non current liabilities:</b>		
Foreign currency exchange contracts	\$ 8,084	\$ 3,458
<i>Derivatives not designated as hedging instruments:</i>		

	September 30, 2013	December 31, 2012
<b>Other current assets:</b>		
Foreign currency exchange contracts	\$ 172	\$
<b>Accrued expenses and other current liabilities:</b>		
Foreign currency exchange contracts	\$	\$ 154

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**EXLSERVICE HOLDINGS, INC.**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

**September 30, 2013**

**(Unaudited)**

**(In thousands, except share and per share amounts)**

The following tables set forth the effect of foreign currency exchange contracts on the unaudited consolidated statements of income for the three months ended September 30, 2013 and 2012:

Derivatives in Cash Flow	Amount of Gain/ (Loss) Recognized in AOCI on Derivative (Effective Portion)		Location of Gain/ (Loss) Reclassified from AOCI into Income (Effective Portion)	Amount of Gain/ (Loss) Reclassified from AOCI into Income (Effective Portion)		Location of Gain/ (Loss) Recognized in Income on Derivative (Ineffective Portion and Amount Excluded from Effectiveness Testing)	Amount of Gain/ (Loss) Recognized in Income on Derivative (Ineffective Portion and Amount Excluded from Effectiveness Testing)	
	2013	2012		2013	2012		2013	2012
Hedging Relationships								
Foreign exchange contracts	\$ (6,210)	\$ 9,980	Foreign exchange loss	\$ (1,332)	\$ (2,018)	Foreign exchange loss	\$	\$

Derivatives not designated as Hedging Instruments	Location of Gain/ (Loss) Recognized in Income on Derivatives	Amount of Gain/ (Loss) Recognized in Income on Derivatives	2013	2012
Foreign exchange contracts	Foreign exchange loss	\$ (2,169)	\$ 2,623	

The following tables set forth the effect of foreign currency exchange contracts on the unaudited consolidated statements of income for the nine months ended September 30, 2013 and 2012:

Derivatives in Cash Flow	Amount of Gain/ (Loss) Recognized in AOCI on Derivative (Effective Portion)		Location of Gain/ (Loss) Reclassified from AOCI into Income (Effective Portion)	Amount of Gain/ (Loss) Reclassified from AOCI into Income (Effective Portion)		Location of Gain/ (Loss) Recognized in Income on Derivative (Ineffective Portion and Amount Excluded from Effectiveness Testing)	Amount of Gain/ (Loss) Recognized in Income on Derivative (Ineffective Portion and Amount Excluded from Effectiveness Testing)	
	2013	2012		2013	2012		2013	2012
Hedging Relationships								
Foreign exchange contracts	\$ (15,186)	\$ 4,859	Foreign exchange loss	\$ (3,830)	\$ (7,281)	Foreign exchange loss	\$	\$

Derivatives not designated as Hedging Instruments	Location of Gain/ (Loss) Recognized in Income on Derivatives	Amount of Gain/ (Loss) Recognized in Income on Derivatives	2013	2012
Foreign exchange contracts	Foreign exchange loss	\$ (4,708)	\$ 2,925	

**Table of Contents****EXLSERVICE HOLDINGS, INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****September 30, 2013****(Unaudited)****(In thousands, except share and per share amounts)****8. Fixed Assets**

The components of fixed assets, net of accumulated depreciation, consisted of the following:

	<b>September 30, 2013</b>	<b>December 31, 2012 (Recasted)</b>
<b>Owned Assets:</b>		
Network equipment, computers and software	\$ 61,872	\$ 62,580
Buildings	1,271	1,447
Land	831	946
Leasehold improvements	22,370	23,919
Office furniture and equipment	10,247	10,695
Motor vehicles	591	638
Capital work in progress	1,200	1,707
	98,382	101,932
Less: Accumulated depreciation and amortization	(68,290)	(65,581)
	\$ 30,092	\$ 36,351
<b>Assets under capital leases:</b>		
Network equipment, computers and software	\$ 107	\$ 361
Leasehold improvements	1,929	2,454
Office furniture and equipment	1,026	1,432
Motor vehicles	864	954
	3,926	5,201
Less: Accumulated depreciation and amortization	(2,328)	(2,196)
	\$ 1,598	\$ 3,005
Fixed assets, net	\$ 31,690	\$ 39,356

Depreciation and amortization expense excluding amortization of acquisition-related intangibles for the three months ended September 30, 2013 and 2012 was \$4,435 and \$5,009, respectively, and \$14,079 and \$14,649 for the nine months ended September 30, 2013 and 2012, respectively.

Capital work in progress represents advances paid toward acquisitions of fixed assets and the cost of fixed assets not yet ready to be placed in service.

**9. Capital Structure**

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The Company has one class of common stock outstanding.

During the three months ended September 30, 2013, the Company did not acquire any shares of common stock from employees in connection with withholding tax payments related to the vesting of restricted stock. During the nine months ended September 30, 2013, the Company acquired 13,018 shares of common stock from employees in connection with withholding tax payments related to the vesting of restricted stock for a total consideration of \$389. The purchase price of \$29.89 per share was the average of the high and low price of the Company's shares of common stock on the Nasdaq Global Select Market on the trading day prior to the vesting date of the shares of restricted stock.

During the three months ended September 30, 2012, the Company did not acquire any shares of common stock from employees in connection with withholding tax payments related to the vesting of restricted stock. During the nine months ended September 30, 2012, the Company acquired 12,865 shares of common stock, respectively from employees in connection with withholding tax payments related to the vesting of restricted stock for a total consideration of \$331.

The shares acquired are held as treasury stock.

**Table of Contents****EXLSERVICE HOLDINGS, INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****September 30, 2013****(Unaudited)****(In thousands, except share and per share amounts)****10. Employee Benefit Plans**

The Company's Gratuity Plans in India and the Philippines provide a lump-sum payment to vested employees on retirement or on termination of employment in an amount based on the respective employee's salary and years of employment with the Company. Liabilities with regard to the Gratuity Plans are determined by actuarial valuation using the projected unit credit method. Current service costs for the Gratuity Plans are accrued in the year to which they relate. Actuarial gains or losses or prior service costs, if any, resulting from amendments to the plans are recognized and amortized over the remaining period of service of the employees.

Net gratuity cost includes the following components:

	<b>Three months ended September 30,</b>		<b>Nine months ended September 30,</b>	
	<b>2013</b>	<b>2012</b>	<b>2013</b>	<b>2012</b>
Service cost	\$ 266	\$ 230	\$ 867	\$ 793
Interest cost	103	101	339	312
Expected return on plan assets	(38)	(43)	(125)	(104)
Actuarial loss	32	30	106	94
<b>Net gratuity cost</b>	<b>\$ 363</b>	<b>\$ 318</b>	<b>\$ 1,187</b>	<b>\$ 1,095</b>

The Gratuity Plans in India are partially funded and are managed and administered by Life Insurance Corporation of India and HDFC Standard Life Insurance Company. They calculate the annual contribution required to be made by the Company and manage the Gratuity Plans, including any required payouts. Fund managers manage these funds on a cash accumulation basis and declare interest retrospectively on March 31 of each year. The Company earned a return of approximately 9.5% on these Gratuity Plans for the year ended March 31, 2013.

**Change in Plan Assets**

Plan assets at January 1, 2013	\$ 2,201
Actual return	165
Effect of exchange rate changes	(280)
 Plan assets at September 30, 2013	 \$ 2,086

The Company maintains the ExlService.com LLC. 401(k) Plan under Section 401(k) of the Internal Revenue Code of 1986, covering all eligible employees, as defined. The Company may make discretionary contributions of up to a maximum of 3% of employee compensation within certain limits. The Company has made provisions for contributions to the 401(k) Plan amounting to \$370 and \$245 during the three month periods ended September 30, 2013 and September 30, 2012, respectively, and \$1,343 and \$925 during the nine month periods ended September 30, 2013 and September 30, 2012, respectively, under the plans as applicable for these years.

During the three and nine month periods ended September 30, 2013 and 2012, the Company contributed the following amounts to various defined contribution plans on behalf of its employees in India, the Philippines, Romania, Bulgaria, Malaysia and the Czech Republic:

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Three months ended September 30, 2013	\$ 1,289
Three months ended September 30, 2012	\$ 1,384
Nine months ended September 30, 2013	\$ 4,149
Nine months ended September 30, 2012	\$ 4,227

**Table of Contents****EXLSERVICE HOLDINGS, INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****September 30, 2013****(Unaudited)****(In thousands, except share and per share amounts)****11. Leases**

The Company finances its use of certain computer hardware, leasehold improvements, furniture, fixtures, office equipment and motor vehicles under various lease arrangements provided by financial institutions. Future minimum lease payments under these capital leases as of September 30, 2013 are as follows:

Year ending September 30,	
2014	\$ 1,335
2015	1,041
2016	574
2017	49
Total minimum lease payments	2,999
Less: amount representing interest	337
Present value of minimum lease payments	2,662
Less: current portion	1,129
Long term capital lease obligation	\$ 1,533

The Company conducts its operations using facilities leased under non-cancelable operating lease agreements that expire at various dates. Future minimum lease payments under non-cancelable operating lease agreements expiring after more than twelve months are as follows:

Year ending September 30,	
2014	\$ 8,419
2015	7,459
2016	4,608
2017	973
2018	728
2019 and thereafter	643
	\$ 22,830

The operating leases are subject to renewal periodically and have scheduled rent increases. The Company accounts for scheduled rent on a straight-line basis over the lease period. Rent expense under both cancelable and non-cancelable operating leases was \$4,264 and \$4,341 for the three months ended September 30, 2013 and 2012, respectively, and \$13,049 and \$13,325 for the nine months ended September 30, 2013 and 2012, respectively. Deferred rent as of September 30, 2013 and December 31, 2012 was \$5,242 and \$4,893, respectively, and is included under Accrued expenses and other current liabilities and Non-current liabilities in the consolidated balance sheets.



## 12. Income Taxes

The Company recorded income tax expense of \$4,230 and \$4,329 for the three months ended September 30, 2013 and 2012, respectively, and \$10,842 and \$10,975 for the nine months ended September 30, 2013 and 2012, respectively. The effective rate of taxes decreased from 27.0% during the three months ended September 30, 2012 to 24.2% during the three months ended September 30, 2013. The effective rate of taxes decreased from 27.0% during the nine months ended September 30, 2012 to 25.2% during the nine months ended September 30, 2013. The decrease in effective tax rate is primarily due to the extension of a one-year tax holiday period for one of the operating centers in the Philippines retroactively from May 2012, research and development expenses credit and certain other deductions, partially offset by the expiration of a portion of the tax holiday in our Bengaluru center in India as mentioned below.

The Company benefited from a four-year income tax holiday for one of its operations centers in the Philippines that expired in May 2012. The tax benefit was extendable by two successive one-year periods on fulfillment of certain performance and investment criteria. The Company fulfilled such obligations and extensions were granted by the Philippines Economic Zone Authority ( PEZA ) in February 2013 retroactively from May 2012 and in May 2013 for an additional one year which will expire in May 2014. Other operations centers in the

**Table of Contents****EXLSERVICE HOLDINGS, INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****September 30, 2013****(Unaudited)****(In thousands, except share and per share amounts)**

Philippines, which began operations in January 2012 and in May 2013, respectively, benefit from a separate four-year income tax holiday from the date of their starting operations that can be extended at PEZA's discretion for two successive one-year periods. While the Company is reasonably certain that these benefits will continue to be available for the expected period, it is possible that such tax holidays or extensions may be conditioned or removed entirely due to changes in applicable legislation by the government of the Philippines. Should any of these events occur, the Company's tax liability in the Philippines would likely increase.

The Company's operations centers in Jaipur and Noida, India, which were established in Special Economic Zones (SEZs) in 2010, are eligible for tax incentives until 2020. As part of the OPI Acquisition, the Company also acquired operations centers in Bengaluru and Kochi, India that are also established in SEZs. The operations center in Bengaluru completed its first five years of operations on March 31, 2012 during which such operations were entitled to a 100% tax exemption on export profits. Under Indian tax regulations, the Bengaluru operations center is entitled to a 50% tax exemption on export profits for five years from April 1, 2012. The Company's tax expense for the Bengaluru center increased after April 1, 2012 and will further increase after the expiration of the current five-year term in 2017. The Company also established a new operations center in Pune, India in June 2012 and in Kochi, India in May 2013, both of which are located in SEZs. The Company anticipates establishing additional operations centers in SEZs or other tax advantaged locations in the future.

Deferred tax assets and liabilities are recognized for future tax consequences attributable to temporary differences between the financial statement carrying values of assets and liabilities and their respective tax bases and operating loss carry forwards. At September 30, 2013 and December 31, 2012, the Company performed an analysis of the deferred tax asset valuation allowance for net operating loss carry forward for its domestic entities. Based on this analysis, the Company continues to carry a valuation allowance on the deferred tax assets on net operating loss carry forwards. Accordingly, the Company had recorded a valuation allowance of \$665 each as of September 30, 2013 and December 31, 2012, respectively.

The Company's Indian subsidiaries are liable to pay the Minimum Alternative Tax (MAT) under India's domestic tax laws. As of September 30, 2013 and December 31, 2012, deferred income taxes related to the MAT were approximately \$2,989 and \$2,932, respectively, expiring through various years until 2024.

The Company's provision for income taxes also includes the impact of provisions established for uncertain income tax positions determined in accordance with ASC No. 740, *Income Taxes*, as well as the related net interest. Tax exposures can involve complex issues and may require an extended resolution period. Although the Company believes that it has adequately reserved for its uncertain tax positions, no assurance can be given that the final tax outcome of these matters will not be different. The Company adjusts these reserves in light of changing facts and circumstances, such as the closing of a tax audit or the refinement of an estimate. To the extent that the final tax outcome of these matters differs from the amounts recorded, such differences will impact the provision for income taxes in the period in which such determination is made.

The following table summarizes the activity related to the gross unrecognized tax benefits from January 1, 2013 through September 30, 2013:

Balance as of January 1, 2013	\$ 3,019
Increases related to prior year tax positions	
Decreases related to prior year tax positions	
Increases related to current year tax positions	
Decreases related to current year tax positions	
Effect of exchange rate changes	(245)

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Balance as of September 30, 2013	\$ 2,774
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The unrecognized tax benefits as of September 30, 2013 of \$2,774, if recognized, would impact the effective tax rate. The unrecognized tax benefits may increase or decrease in the next twelve months depending on the Company's tax positions.

**Table of Contents****EXLSERVICE HOLDINGS, INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****September 30, 2013****(Unaudited)****(In thousands, except share and per share amounts)**

The Company has recognized interest and penalties of \$52 and \$169 during the three and nine months ended September 30, 2013, respectively, which are included in the income tax provision in the consolidated statements of income.

**13. Stock-Based Compensation**

The following costs related to the Company's stock-based compensation plan are included in the unaudited consolidated statements of income:

	<b>Three months ended September 30,</b>		<b>Nine months ended September 30,</b>	
	<b>2013</b>	<b>2012</b>	<b>2013</b>	<b>2012</b>
Cost of revenue	\$ 660	\$ 330	\$ 2,058	\$ 1,571
General and administrative expenses	1,142	867	3,958	3,472
Selling and marketing expenses	1,165	674	3,456	2,286
Total <sup>(1)</sup>	\$ 2,967	\$ 1,871	\$ 9,472	\$ 7,329

(1) The Company, during the three and nine months period ended September 30, 2013, recognized an additional stock compensation expense of \$854 as a result of modified vesting conditions on certain restricted stock units.

The fair value of each stock option granted to employees is estimated on the date of grant using the Black-Scholes option-pricing model with the following weighted average assumptions:

	<b>Three months ended September 30,</b>		<b>Nine months ended September 30,</b>	
	<b>2013</b>	<b>2012</b>	<b>2013</b>	<b>2012</b>
Dividend yield			0%	0%
Expected life (years)			5.50	5.38
Risk free interest rate			0.87%	0.97%
Volatility			40%	40%

The estimated expected term of options granted has been based on historical experience, which is representative of the expected term of the options. Volatility has been calculated based on the volatility of the Company's common stock and the volatility of stock of comparative companies. The risk-free interest rate that the Company uses in the option valuation model is based on U.S. treasury zero-coupon bonds with a remaining term similar to the expected term of the options.

The Company does not anticipate paying any cash dividends in the foreseeable future and therefore uses an expected dividend yield of zero in the option valuation model. The Company is required to estimate forfeitures at the time of grant and revise those estimates in subsequent periods if actual forfeitures differ from those estimates. The Company uses historical data to estimate pre-vesting option forfeitures and records stock-based compensation expense only for those awards that are expected to vest. All stock-based payment awards are amortized on a straight-line basis over the requisite service periods of the awards, which are generally the vesting periods.



**Table of Contents****EXLSERVICE HOLDINGS, INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)****September 30, 2013****(Unaudited)****(In thousands, except share and per share amounts)**

Stock option activity under the Company's stock plans is shown below:

	<b>Number of Options</b>	<b>Weighted-Average Exercise Price</b>	<b>Aggregate Intrinsic Value</b>	<b>Weighted-Average Remaining Contractual Life (Years)</b>
Outstanding at December 31, 2012	2,454,634	\$ 15.30	\$ 27,554	6.38
Granted	14,301	26.76		
Exercised	(412,726)	11.20		
Forfeited	(27,279)	24.13		
Outstanding at September 30, 2013	2,028,930	\$ 16.09	\$ 25,133	5.78
Vested and exercisable at September 30, 2013	1,461,044	\$ 13.66	\$ 21,649	5.12
Available for grant at September 30, 2013	1,813,144			

The unrecognized compensation cost for unvested options as of September 30, 2013 was \$3,252, which is expected to be expensed over a weighted average period of 1.93 years. The Company did not grant any options during the three months ended September 30, 2013 and 2012. The weighted-average fair value of options granted during the nine months ended September 30, 2013 and 2012 was \$10.07 and \$9.43, respectively. The total fair value of shares vested during the three months ended September 30, 2013 and 2012 was \$541 and \$409, respectively. The total fair value of shares vested during the nine months ended September 30, 2013 and 2012 was \$2,865 and \$2,757, respectively.

**Restricted Stock and Restricted Stock Units**

Restricted stock and restricted stock unit activity under the Company's stock plans is shown below:

	<b>Restricted Stock</b>		<b>Restricted Stock Units</b>	
	<b>Number</b>	<b>Weighted-Average Intrinsic Value</b>	<b>Number</b>	<b>Weighted-Average Intrinsic Value</b>
Outstanding at December 31, 2012*	5,207	\$ 17.58	1,025,911	\$ 21.36
Granted			508,630	29.48
Vested	(373)	15.72	(287,866)	20.10
Forfeited	(400)	17.72	(78,778)	24.76
Outstanding at September 30, 2013*	4,434	\$ 17.72	1,167,897	\$ 24.97

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\* Excludes 116,000 and 124,000 vested restricted stock units as of September 30, 2013 and December 31, 2012, respectively, for which the underlying common stock is yet to be issued.  
As of September 30, 2013, unrecognized compensation cost of \$21,735 is expected to be expensed over a weighted average period of 2.61 years.

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**EXLSERVICE HOLDINGS, INC.**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (continued)**

**September 30, 2013**

**(Unaudited)**

**(In thousands, except share and per share amounts)**

**14. Geog**