

**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION**  
Washington, D.C. 20549

**FORM 10-Q**

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

For the quarterly period ended September 28, 2019

or

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

Commission file number: 000-24049

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**CRA International, Inc.**

(Exact name of registrant as specified in its charter)

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

**04-2372210**  
(I.R.S. Employer Identification No.)

**200 Clarendon Street, Boston, MA**  
(Address of principal executive offices)

**02116-5092**  
(Zip Code)

**(617) 425-3000**  
(Registrant's telephone number, including area code)

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Securities registered pursuant to Section 12(b) of the Act:

<u>Title of Each Class</u>	<u>Trading Symbol</u>	<u>Name of Each Exchange on Which Registered</u>
Common Stock, no par value	CRAI	Nasdaq Global Select Market

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 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 such files). Yes  No

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

Large accelerated filer  Accelerated filer  Non-accelerated filer  Smaller reporting company   
Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes  No

Indicate the number of shares outstanding of each of the issuer's classes of common stock, as of the latest practicable date.

<u>Class</u>	<u>Outstanding at October 25, 2019</u>
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Common Stock, no par value per share

7,739,409 shares

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## PART I. FINANCIAL INFORMATION

## ITEM 1. Financial Statements

## CRA INTERNATIONAL, INC.

## CONDENSED CONSOLIDATED INCOME STATEMENTS (unaudited)

*(In thousands, except per share data)*

	Fiscal Quarter Ended		Fiscal Year-to-Date Period Ended	
	September 28, 2019	September 29, 2018	September 28, 2019	September 29, 2018
Revenues	\$ 115,686	\$ 103,871	\$ 332,108	\$ 308,885
Costs of services (exclusive of depreciation and amortization)	83,805	73,717	233,412	212,813
Selling, general and administrative expenses	22,449	22,293	68,929	67,682
Depreciation and amortization	2,527	2,636	7,696	7,300
Income from operations	6,905	5,225	22,071	21,090
Interest expense, net	(424)	(222)	(954)	(560)
Other income (expense), net	210	(64)	(379)	72
Income before provision for income taxes	6,691	4,939	20,738	20,602
Provision for income taxes	952	1,031	4,754	4,969
Net income	\$ 5,739	\$ 3,908	\$ 15,984	\$ 15,633
Net income per share:				
Basic	\$ 0.74	\$ 0.48	\$ 2.02	\$ 1.91
Diluted	\$ 0.71	\$ 0.46	\$ 1.94	\$ 1.81
Weighted average number of shares outstanding:				
Basic	7,769	8,048	7,903	8,129
Diluted	8,050	8,548	8,205	8,615

See accompanying notes to the condensed consolidated financial statements.

## CRA INTERNATIONAL, INC.

## CONDENSED CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME (unaudited)

*(In thousands)*

	Fiscal Quarter Ended		Fiscal Year-to-Date Period Ended	
	September 28, 2019	September 29, 2018	September 28, 2019	September 29, 2018
Net income	\$ 5,739	\$ 3,908	\$ 15,984	\$ 15,633
Other comprehensive income				
Foreign currency translation adjustments	(1,488)	(198)	(1,429)	(1,483)
Comprehensive income	<u>\$ 4,251</u>	<u>\$ 3,710</u>	<u>\$ 14,555</u>	<u>\$ 14,150</u>

See accompanying notes to the condensed consolidated financial statements.

## CRA INTERNATIONAL, INC.

## CONDENSED CONSOLIDATED BALANCE SHEETS (unaudited)

(In thousands, except share data)

	September 28, 2019	December 29, 2018
<b>ASSETS</b>		
Current assets:		
Cash and cash equivalents	\$ 19,833	\$ 38,028
Accounts receivable, net of allowances of \$3,590 at September 28, 2019 and \$3,764 at December 29, 2018	90,478	94,525
Unbilled services, net of allowances of \$1,474 at September 28, 2019 and \$415 at December 29, 2018	50,274	36,060
Prepaid expenses and other current assets	11,017	6,423
Forgivable loans	8,821	6,104
Total current assets	180,423	181,140
Property and equipment, net	57,788	48,088
Goodwill	87,813	88,208
Intangible assets, net	6,818	7,846
Right-of-use assets	110,999	—
Deferred income taxes	9,193	9,330
Forgivable loans, net of current portion	49,046	34,190
Other assets	3,444	2,044
Total assets	<u>\$ 505,524</u>	<u>\$ 370,846</u>
<b>LIABILITIES AND SHAREHOLDERS' EQUITY</b>		
Current liabilities:		
Accounts payable	\$ 23,636	\$ 21,938
Accrued expenses	94,557	108,233
Deferred revenue and other liabilities	4,149	6,866
Current portion of lease liabilities	10,598	—
Current portion of deferred rent	—	1,810
Current portion of deferred compensation	3,214	3,650
Revolving line of credit	36,000	—
Total current liabilities	172,154	142,497
Non-current liabilities:		
Deferred compensation and other non-current liabilities	12,046	7,957
Deferred rent and facility-related non-current liabilities	1,810	23,618
Non-current portion of lease liabilities	126,869	—
Deferred income taxes	293	302
Total non-current liabilities	141,018	31,877
Commitments and contingencies (Note 11)		
Shareholders' equity:		
Preferred stock, no par value; 1,000,000 shares authorized; none issued and outstanding	—	—
Common stock, no par value; 25,000,000 shares authorized; 7,707,886 and 8,010,480 shares issued and outstanding at September 28, 2019 and December 29, 2018, respectively	9,028	22,837
Retained earnings	197,347	186,229
Accumulated other comprehensive loss	(14,023)	(12,594)
Total shareholders' equity	192,352	196,472
Total liabilities and shareholders' equity	<u>\$ 505,524</u>	<u>\$ 370,846</u>

See accompanying notes to the condensed consolidated financial statements.

**CRA INTERNATIONAL, INC.**

**CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS (unaudited)**

(In thousands)

	Fiscal Year-to-Date Period Ended	
	September 28, 2019	September 29, 2018
<b>OPERATING ACTIVITIES:</b>		
Net income	\$ 15,984	\$ 15,633
Adjustments to reconcile net income to net cash used in operating activities:		
Depreciation and amortization	7,696	7,305
Loss on disposal of property and equipment	5	—
Deferred rent and facility related liabilities	83	3,650
Right-of-use asset amortization	7,832	—
Deferred income taxes	117	(102)
Share-based compensation expenses	2,641	3,704
Accounts receivable allowances	(160)	233
Changes in operating assets and liabilities:		
Accounts receivable	3,626	(8,939)
Unbilled services, net	(14,582)	(9,976)
Prepaid expenses and other current assets, and other assets	(5,735)	1,417
Forgivable loans	(18,942)	(14,716)
Incentive cash awards	3,628	2,367
Accounts payable, accrued expenses, and other liabilities	(16,274)	(8,970)
Lease liabilities	(5,826)	—
Net cash used in operating activities	(19,907)	(8,394)
<b>INVESTING ACTIVITIES:</b>		
Purchases of property and equipment	(12,548)	(13,379)
Net cash used in investing activities	(12,548)	(13,379)
<b>FINANCING ACTIVITIES:</b>		
Issuance of common stock, principally stock options exercises	2,006	1,387
Borrowings under revolving line of credit	54,000	30,161
Repayments under revolving line of credit	(18,000)	(24,599)
Tax withholding payments reimbursed by shares	(388)	(1,783)
Cash paid on dividend equivalents	(35)	(98)
Cash dividends paid to shareholders	(4,742)	(4,168)
Repurchases of common stock	(18,068)	(20,389)
Distribution to noncontrolling interest	—	(41)
Net cash provided by (used in) financing activities	14,773	(19,530)
Effect of foreign exchange rates on cash and cash equivalents	(513)	(869)
Net decrease in cash and cash equivalents	(18,195)	(42,172)
Cash and cash equivalents at beginning of period	38,028	54,035
Cash and cash equivalents at end of period	<u>\$ 19,833</u>	<u>\$ 11,863</u>
<b>Noncash investing and financing activities:</b>		
Purchases of property and equipment not yet paid for	\$ 3,461	\$ 1,852
Purchases of property and equipment paid by a third party	\$ 126	\$ —
Asset retirement obligations	\$ 427	\$ 217
Right-of-use assets obtained in exchange for lease obligations	\$ 37,298	\$ —
Right-of-use assets related to the adoption of ASC 842	\$ 82,329	\$ —
Lease liabilities related to the adoption of ASC 842	\$ 106,765	\$ —
<b>Supplemental cash flow information:</b>		
Cash paid for taxes	\$ 6,078	\$ 3,409
Cash paid for interest	\$ 848	\$ 380

See accompanying notes to the condensed consolidated financial statements.

CRA INTERNATIONAL, INC.

**CONDENSED CONSOLIDATED STATEMENT OF SHAREHOLDERS' EQUITY**

**FOR THE FISCAL YEAR-TO-DATE PERIOD ENDED SEPTEMBER 28, 2019 (unaudited)**

*(In thousands, except share data)*

	Common Stock		Retained Earnings	Accumulated Other Comprehensive Loss	Total Shareholders' Equity
	Shares Issued	Amount			
<b>BALANCE AT DECEMBER 29, 2018</b>	8,010,480	\$ 22,837	\$ 186,229	\$ (12,594)	\$ 196,472
Net income	—	—	4,665	—	4,665
Foreign currency translation adjustment	—	—	—	712	712
Exercise of stock options	64,700	1,526	—	—	1,526
Share-based compensation expense	—	911	—	—	911
Restricted shares vestings	25,484	—	—	—	—
Redemption of vested employee restricted shares for tax withholding	(8,157)	(388)	—	—	(388)
Shares repurchased	(86,609)	(4,349)	—	—	(4,349)
Accrued dividends on unvested shares	—	—	(8)	—	(8)
Cash paid on dividend equivalents	—	—	(35)	—	(35)
Cash dividends paid to shareholders (\$0.20 per share)	—	—	(1,616)	—	(1,616)
<b>BALANCE AT MARCH 30, 2019</b>	<u>8,005,898</u>	<u>\$ 20,537</u>	<u>\$ 189,235</u>	<u>\$ (11,882)</u>	<u>\$ 197,890</u>
Net income	—	—	5,580	—	5,580
Foreign currency translation adjustment	—	—	—	(653)	(653)
Share-based compensation expense	—	848	—	—	848
Restricted shares vestings	513	—	—	—	—
Shares repurchased	(177,101)	(7,161)	—	—	(7,161)
Accrued dividends on unvested shares	—	—	(44)	—	(44)
Cash dividends paid to shareholders (\$0.20 per share)	—	—	(1,580)	—	(1,580)
<b>BALANCE AT JUNE 29, 2019</b>	<u>7,829,310</u>	<u>\$ 14,224</u>	<u>\$ 193,191</u>	<u>\$ (12,535)</u>	<u>\$ 194,880</u>
Net income	—	—	5,739	—	5,739
Foreign currency translation adjustment	—	—	—	(1,488)	(1,488)
Exercise of stock options	21,224	480	—	—	480
Share-based compensation expense	—	882	—	—	882
Restricted shares vestings	14,754	—	—	—	—
Shares repurchased	(157,402)	(6,558)	—	—	(6,558)
Accrued dividends on unvested shares	—	—	(37)	—	(37)
Cash dividends paid to shareholders (\$0.20 per share)	—	—	(1,546)	—	(1,546)
<b>BALANCE AT SEPTEMBER 28, 2019</b>	<u>7,707,886</u>	<u>\$ 9,028</u>	<u>\$ 197,347</u>	<u>\$ (14,023)</u>	<u>\$ 192,352</u>

See accompanying notes to the condensed consolidated financial statements.



CRA INTERNATIONAL, INC.

**CONDENSED CONSOLIDATED STATEMENT OF SHAREHOLDERS' EQUITY**

**FOR THE FISCAL YEAR-TO-DATE PERIOD ENDED SEPTEMBER 29, 2018 (unaudited)**

*(In thousands, except share data)*

	Common Stock		Retained Earnings	Accumulated Other Comprehensive Loss	CRA International, Inc. Shareholders' Equity	Noncontrolling Interest	Total Shareholders' Equity
	Shares Issued	Amount					
<b>BALANCE AT DECEMBER 30, 2017</b>	<u>8,297,172</u>	<u>\$ 47,414</u>	<u>\$ 169,390</u>	<u>\$ (9,896)</u>	<u>\$ 206,908</u>	<u>\$ 321</u>	<u>\$ 207,229</u>
Balance at December 31, 2017, as previously reported	8,297,172	\$ 47,414	\$ 169,390	\$ (9,896)	206,908	\$ 321	\$ 207,229
Cumulative effect of a change in accounting principle related to ASC 606	—	—	366	—	366	—	366
Balance at December 31, 2017, as adjusted	<u>8,297,172</u>	<u>\$ 47,414</u>	<u>\$ 169,756</u>	<u>\$ (9,896)</u>	<u>207,274</u>	<u>\$ 321</u>	<u>\$ 207,595</u>
Net income	—	—	4,886	—	4,886	—	4,886
Foreign currency translation adjustment	—	—	—	1,318	1,318	—	1,318
Exercise of stock options	24,688	535	—	—	535	—	535
Share-based compensation expense	—	1,292	—	—	1,292	—	1,292
Restricted shares vestings	97,722	—	—	—	—	—	—
Redemption of vested employee restricted shares for tax withholding	(35,287)	(1,783)	—	—	(1,783)	—	(1,783)
Shares repurchased	(162,892)	(8,057)	—	—	(8,057)	—	(8,057)
Accrued dividends on unvested shares	—	—	10	—	10	—	10
Cash paid on dividend equivalents	—	—	(98)	—	(98)	—	(98)
Cash dividends paid to shareholders (\$0.17 per share)	—	—	(1,423)	—	(1,423)	—	(1,423)
<b>BALANCE AT MARCH 31, 2018</b>	<u>8,221,403</u>	<u>\$ 39,401</u>	<u>\$ 173,131</u>	<u>\$ (8,578)</u>	<u>\$ 203,954</u>	<u>\$ 321</u>	<u>\$ 204,275</u>
Net income	—	—	6,839	—	6,839	—	6,839
Foreign currency translation adjustment	—	—	—	(2,603)	(2,603)	—	(2,603)
Exercise of stock options	19,395	381	—	—	381	—	381
Share-based compensation expense	—	1,146	—	—	1,146	—	1,146
Restricted shares vestings	513	—	—	—	—	—	—
Shares repurchased	(215,585)	(12,064)	—	—	(12,064)	—	(12,064)
Accrued dividends on unvested shares	—	—	(44)	—	(44)	—	(44)
Cash dividends paid to shareholders (\$0.17 per share)	—	—	(1,372)	—	(1,372)	—	(1,372)
<b>BALANCE AT JUNE 30, 2018</b>	<u>8,025,726</u>	<u>\$ 28,864</u>	<u>\$ 178,554</u>	<u>\$ (11,181)</u>	<u>\$ 196,237</u>	<u>\$ 321</u>	<u>\$ 196,558</u>
Net income	—	—	3,908	—	3,908	—	3,908
Foreign currency translation adjustment	—	—	—	(198)	(198)	—	(198)
Exercise of stock options	21,374	471	—	—	471	—	471
Share-based compensation expense	—	1,266	—	—	1,266	—	1,266
Restricted shares vestings	17,410	—	—	—	—	—	—
Shares repurchased	—	—	—	—	—	—	—
Distribution to noncontrolling interest	—	—	—	—	—	(41)	(41)
Accrued dividends on unvested shares	—	—	(48)	—	(48)	—	(48)
Cash dividends paid to shareholders (\$0.17 per share)	—	—	(1,373)	—	(1,373)	—	(1,373)
<b>BALANCE AT SEPTEMBER 29, 2018</b>	<u>8,064,510</u>	<u>\$ 30,601</u>	<u>\$ 181,041</u>	<u>\$ (11,379)</u>	<u>\$ 200,263</u>	<u>\$ 280</u>	<u>\$ 200,543</u>

See accompanying notes to the condensed consolidated financial statements.

CRA INTERNATIONAL, INC.

NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS

(Unaudited)

**1. Summary of Significant Accounting Policies**

***Description of Business***

CRA International, Inc. ("CRA" or the "Company") is a worldwide leading consulting services firm that applies advanced analytic techniques and in-depth industry knowledge to complex engagements for a broad range of clients. CRA offers services in two broad areas: litigation, regulatory, and financial consulting and management consulting. CRA operates in one business segment. CRA operates its business under its registered trade name, Charles River Associates.

***Principles of Consolidation***

The consolidated financial statements include the accounts of CRA and its wholly owned subsidiaries. In addition, for periods prior to December 30, 2018, the consolidated financial statements include CRA's interest in GNU123 Liquidating Corporation ("GNU", formerly known as NeuCo, Inc.). All significant intercompany transactions and accounts have been eliminated in consolidation.

***Basis of Presentation***

The accompanying unaudited condensed consolidated financial statements reflect the results of operations, financial position, cash flows, and shareholders' equity as of and for the fiscal quarters and fiscal year-to-date periods ending September 28, 2019 and September 29, 2018, respectively. These financial statements have been prepared in accordance with the rules and regulations of the U.S. Securities and Exchange Commission ("SEC") for Quarterly Reports on Form 10-Q. Accordingly, these financial statements do not include all the information and note disclosures required by accounting principles generally accepted in the United States of America ("GAAP") for annual financial statements. In the opinion of management, these financial statements reflect all adjustments of a normal, recurring nature necessary for the fair statement of CRA's results of operations, financial position, cash flows, and shareholders' equity for the interim periods presented in conformity with GAAP. Results of operations for the interim periods presented herein are not necessarily indicative of results of operations for a full year. These financial statements should be read in conjunction with the consolidated financial statements and notes thereto for the fiscal year ended December 29, 2018 included in CRA's Annual Report on Form 10-K filed with the SEC on February 28, 2019 (the "2018 Form 10-K").

***GNU Interest***

Prior to liquidation of GNU on December 18, 2018, CRA's ownership interest in GNU was 55.89%. For periods prior to December 30, 2018, GNU's financial results have been consolidated with CRA, and the portion of GNU's results allocable to its other owners is shown as "noncontrolling interest." GNU did not contribute to CRA's results of operations during the fiscal quarters or fiscal year-to-date periods ended September 28, 2019 or September 29, 2018.

***Estimates***

The preparation of financial statements in conformity with GAAP requires management to make significant estimates and judgments that affect the reported amounts of assets and liabilities, as well as the related disclosure of contingent assets and liabilities, at the date of the financial statements, and the

## CRA INTERNATIONAL, INC.

## NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

**1. Summary of Significant Accounting Policies (Continued)**

reported amounts of consolidated revenues and expenses during the reporting period. Estimates in these condensed consolidated financial statements include, but are not limited to, allowances for accounts receivable and unbilled services, revenue recognition on fixed price contracts, variable consideration to be included in the transaction price of revenue contracts, depreciation of property and equipment, measurement of operating lease right-of-use assets and liabilities, share-based compensation, valuation of contingent consideration liabilities, valuation of acquired intangible assets, impairment of long lived assets and goodwill, accrued and deferred income taxes, valuation allowances on deferred tax assets, accrued incentive compensation, and certain other accrued expenses. These items are monitored and analyzed by CRA for changes in facts and circumstances, and material changes in these estimates could occur in the future. Changes in estimates are recorded in the period in which they become known. CRA bases its estimates on historical experience and various other assumptions that CRA believes to be reasonable under the circumstances. Actual results may differ from those estimates if CRA's assumptions based on past experience or other assumptions do not turn out to be substantially accurate.

***Recent Accounting Standards Adopted******Leases (Topic 842)***

CRA adopted Accounting Standard Update ("ASU") No. 2016-02, *Leases (Topic 842)*, which established Accounting Standards Codification ("ASC") Topic 842 ("ASC 842") and supersedes ASC Topic 840, *Leases ("ASC 840")*, on December 30, 2018 using the additional modified retrospective transition method provided by ASC 842. The cumulative effect of the transition adjustments was recognized as of the date of adoption.

CRA elected the package of practical expedients provided by ASC 842, which allowed CRA to forgo reassessing the following upon adoption of the new standard: (1) whether contracts contain leases for any expired or existing contracts, (2) the lease classification for any expired or existing leases, and (3) initial direct costs for any existing or expired leases. In addition, CRA elected an accounting policy to exclude from the consolidated balance sheets the right-of-use ("ROU") assets and lease liabilities related to short-term leases, which are those leases with an initial lease term of twelve months or less that do not include an option to purchase the underlying asset that CRA is reasonably certain to exercise. Refer to Note 10 for further discussion of CRA's lease accounting policy.

The reported results for 2019 reflect the application of ASC 842 guidance, whereas comparative periods and their respective disclosures prior to the adoption of ASC 842 are presented using the legacy guidance of ASC 840. As a result of adopting the new standard, CRA recognized ROU assets of \$82.3 million and lease liabilities of \$106.8 million. The difference between the amount of ROU assets and lease liabilities recognized was an adjustment to deferred rent. There was no change to net deferred tax assets as a result of CRA's adoption of ASC 842. The adoption of ASC 842 did not have a material impact on CRA's results of operations or cash flows, nor did it have an impact on any of CRA's existing debt covenants.

CRA INTERNATIONAL, INC.

NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

**1. Summary of Significant Accounting Policies (Continued)**

*Compensation—Stock Compensation (Topic 718): Improvements to Nonemployee Share-Based Payment Accounting*

CRA adopted ASU No. 2018-07, *Compensation—Stock Compensation: Improvements to Nonemployee Share-Based Payment Accounting (Topic 718)* ("ASU 2018-07") on December 30, 2018. ASU 2018-07 expands the scope of Topic 718 to include share-based payment transactions for acquiring goods and services from nonemployees. The amendments in this update specify that Topic 718 applies to all share-based payment transactions in which a grantor acquires goods or services to be used or consumed in a grantor's own operations by issuing share-based payment awards. The amendments also clarify that Topic 718 does not apply to share-based payments used effectively to provide financing to the issuer or awards granted in conjunction with selling goods or services to customers as part of a contract accounted for under Topic 606, *Revenue from Contracts with Customers*. The new guidance requires a remeasurement of nonemployee awards at fair value as of the adoption date. The adoption of ASU 2018-07 did not have a material impact on CRA's financial position, results of operations, cash flows, or disclosures.

**Recent Accounting Standards Not Yet Adopted**

*Financial Instruments—Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments*

In June 2016, the Financial Accounting Standards Board ("FASB") issued ASU No. 2016-13, *Financial Instruments—Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments* ("ASU 2016-13"). ASU 2016-13 replaces the methodology that recognizes impairment of financial instruments when losses have been incurred with a methodology that recognizes impairment of financial instruments when losses are expected. The amendment requires entities to use a forward-looking "expected loss" model for most financial instruments, including accounts receivable and loans, which is based on historical information, current information, and reasonable and supportable forecasts. For available-for-sale debt securities with unrealized losses, credit losses will be recognized as an allowance rather than as a reduction in the amortized cost of the debt securities. ASU 2016-13 is effective for CRA for interim and annual periods beginning after December 15, 2019. Early adoption is permitted for interim and annual periods beginning after December 15, 2018. Adoption of ASU 2016-13 will be applied as a cumulative-effect adjustment to retained earnings as of the beginning of the first reporting period after adoption.

In November 2018, the FASB issued ASU No. 2018-19, *Codification Improvements to Topic 326, Financial Instruments—Credit Losses* ("ASU 2018-19"). ASU 2018-19 changes the required adoption date for nonpublic business entities and clarifies that receivables arising from operating leases are not within the scope of Topic 326.

CRA is in the process of determining the effects, if any, that the adoption of the amendments may have on its financial position, results of operations, cash flows, or disclosures. CRA plans to adopt the amendments during the first quarter of 2020.

*Fair Value Measurements (Topic 820)*

In August 2018, the FASB issued ASU No. 2018-13, *Fair Value Measurement (Topic 820): Disclosure Framework—Changes to the Disclosure Requirements for Fair Value Measurement* ("ASU No. 2018-13").

CRA INTERNATIONAL, INC.

NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

**1. Summary of Significant Accounting Policies (Continued)**

The ASU eliminates, adds and modifies certain disclosure requirements for fair value measurements from ASC 820, *Fair Value Measurements and Disclosures* (Topic 820). Entities will no longer be required to disclose the amount of and reasons for transfers between Level 1 and Level 2 of the fair value hierarchy, but public companies will be required to disclose the range and weighted average used to develop significant unobservable inputs for Level 3 fair value measurement. The new standard is effective for interim and annual periods beginning after December 15, 2019. Entities are permitted to early adopt either the entire standard or only the provisions that eliminate or modify the requirements. CRA has not yet determined the effects, if any, that the adoption of ASU 2018-13 may have on its financial position, results of operations, cash flows, or disclosures. CRA plans to adopt ASU 2018-13 during the first quarter of 2020.

*Accounting for Implementation Costs Incurred in a Cloud Computing Arrangement*

In August 2018, the FASB issued ASU No. 2018-15, *Intangibles—Goodwill and Other—Internal-Use Software (Subtopic 350-40): Customer's Accounting for Implementation Costs Incurred in a Cloud Computing Arrangement That Is a Service Contract* ("ASU 2018-15"). ASU 2018-15 clarifies the accounting for implementation costs in a cloud computing arrangement that is a service contract and aligns the requirements for capitalizing those costs with the capitalization requirements for costs incurred to develop or obtain internal-use software. The new standard is effective for interim and annual periods beginning after December 15, 2019. Early adoption is permitted. CRA is currently evaluating the effects, if any, the adoption of ASU 2018-15 may have on its financial position, results of operations, cash flows, or disclosures. CRA plans to adopt ASU 2018-15 during the first quarter of 2020.

**2. Fair Value of Financial Instruments**

Topic 820 establishes a fair value hierarchy that prioritizes the inputs used to measure fair value. The hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1 measurement), then priority to quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active and model-based valuation techniques for which all significant assumptions are observable in the market (Level 2 measurement), then the lowest priority to unobservable inputs (Level 3 measurement).

## CRA INTERNATIONAL, INC.

## NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

## 2. Fair Value of Financial Instruments (Continued)

The following tables show CRA's financial instruments as of September 28, 2019 and December 29, 2018 that are measured and recorded in the condensed consolidated financial statements at fair value on a recurring basis (in thousands):

	September 28, 2019		
	Quoted Prices in Active Markets for Identical Assets or Liabilities	Significant Other Observable Inputs	Significant Unobservable Inputs
	Level 1	Level 2	Level 3
<i>Assets:</i>			
Money market mutual funds	\$ 149	\$ —	\$ —
Total Assets	\$ 149	\$ —	\$ —
<i>Liabilities:</i>			
Contingent consideration liability	\$ —	\$ —	\$ 9,632
Total Liabilities	\$ —	\$ —	\$ 9,632

	December 29, 2018		
	Quoted Prices in Active Markets for Identical Assets or Liabilities	Significant Other Observable Inputs	Significant Unobservable Inputs
	Level 1	Level 2	Level 3
<i>Assets:</i>			
Money market mutual funds	\$ 18,029	\$ —	\$ —
Total Assets	\$ 18,029	\$ —	\$ —
<i>Liabilities:</i>			
Contingent consideration liability	\$ —	\$ —	\$ 6,197
Total Liabilities	\$ —	\$ —	\$ 6,197

The fair value of CRA's money market mutual fund share holdings is \$1.00 per share.

The contingent consideration liabilities in the tables above are for estimated future payments related to an acquisition that occurred on January 31, 2017. The asset purchase agreement provided for additional purchase consideration to be paid over a period of up to four years following the closing of the transaction in the form of an earnout, subject to the satisfaction of specific revenue performance targets. The fair value measurement of these liabilities is based on significant inputs not observed in the market and thus represent a Level 3 measurement. The significant unobservable inputs used in the fair value measurements of these contingent consideration liabilities are internally generated projections of sourced revenue and discount rates. The fair value of the contingent consideration was determined using a Monte Carlo simulation. The fair value of these contingent consideration liabilities is reassessed on a quarterly basis by CRA using additional information as it becomes available, and any change in the fair value estimates are recorded in costs of services (exclusive of depreciation and amortization) on the condensed consolidated income statement of that period.

## CRA INTERNATIONAL, INC.

## NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

**2. Fair Value of Financial Instruments (Continued)**

The following table summarizes the changes in the contingent consideration liabilities over the fiscal year-to-date period ended September 28, 2019 and the fiscal year ended December 29, 2018 (in thousands):

	September 28, 2019	December 29, 2018
Beginning balance	\$ 6,197	\$ 5,137
Remeasurement of acquisition-related contingent consideration	1,868	(244)
Accretion	1,567	1,304
Ending balance	<u>\$ 9,632</u>	<u>\$ 6,197</u>

**3. Forgivable Loans**

Forgivable loan activity for the fiscal year-to-date period ended September 28, 2019 and the fiscal year ended December 29, 2018 is as follows (in thousands):

	September 28, 2019	December 29, 2018
Beginning balance	\$ 40,294	\$ 28,628
Advances	33,404	30,572
Repayments	(1,106)	(3,396)
Reclassification from accrued expenses	(1,121)	—
Amortization	(13,313)	(15,329)
Effects of foreign currency translation	(291)	(181)
Ending balance	<u>\$ 57,867</u>	<u>\$ 40,294</u>
Current portion of forgivable loans	<u>\$ 8,821</u>	<u>\$ 6,104</u>
Non-current portion of forgivable loans	<u>\$ 49,046</u>	<u>\$ 34,190</u>

At September 28, 2019 and December 29, 2018, CRA had other loans to current and former employees included in other assets on the condensed consolidated balance sheet amounting to \$0.3 million and \$0.1 million, respectively, net of allowances.

**4. Goodwill and Intangible Assets**

The changes in the carrying amount of goodwill during the fiscal year-to-date period ended September 28, 2019, are as follows (in thousands):

	Goodwill, gross	Accumulated impairment losses	Goodwill, net
Balance at December 29, 2018	\$ 164,625	\$ (76,417)	\$ 88,208
Effects of foreign currency translation	(395)	—	(395)
Balance at September 28, 2019	<u>\$ 164,230</u>	<u>\$ (76,417)</u>	<u>\$ 87,813</u>

## CRA INTERNATIONAL, INC.

## NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

**4. Goodwill and Intangible Assets (Continued)**

Intangible assets that are separable from goodwill and have determinable useful lives are valued separately and amortized over their expected useful lives. There were no impairment losses related to intangible assets during the fiscal year-to-date period ended September 28, 2019 or September 29, 2018.

The components of acquired identifiable intangible assets are as follows (in thousands):

	September 28, 2019	December 29, 2018
Non-competition agreements, net of accumulated amortization of \$190 and \$544, respectively	\$ 134	\$ 180
Customer relationships, net of accumulated amortization of \$5,436 and \$4,454, respectively	6,684	7,666
Total, net of accumulated amortization of \$5,626 and \$4,998, respectively	<u>\$ 6,818</u>	<u>\$ 7,846</u>

**5. Accrued Expenses**

Accrued expenses consist of the following (in thousands):

	September 28, 2019	December 29, 2018
Compensation and related expenses	\$ 75,319	\$ 90,711
Income taxes payable	702	514
Commissions due to senior consultants	8,752	9,624
Direct project accruals	1,882	684
Accrued leasehold improvements	2,321	132
Other	5,581	6,568
Total	<u>\$ 94,557</u>	<u>\$ 108,233</u>

As of September 28, 2019 and December 29, 2018, approximately \$59.9 million and \$73.9 million, respectively, of accrued bonuses were included above in "Compensation and related expenses."

**6. Credit Agreement**

CRA is party to a credit agreement that provides CRA with a \$125.0 million revolving credit facility and a \$15.0 million sublimit for the issuance of letters of credit. CRA may use the proceeds of the revolving credit facility to provide working capital and for other general corporate purposes. CRA may repay any borrowings under the revolving credit facility at any time, but no later than October 24, 2022. There were \$36.0 million in borrowings outstanding under this revolving credit facility as of September 28, 2019. There were no outstanding borrowings under this facility as of December 29, 2018.

As of September 28, 2019, the amount available under this revolving credit facility was reduced by certain letters of credit outstanding, which amounted to \$4.4 million. Under the credit agreement, CRA must comply with various financial and non-financial covenants. Compliance with these financial



## CRA INTERNATIONAL, INC.

## NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

**6. Credit Agreement (Continued)**

covenants is tested on a fiscal quarterly basis. As of September 28, 2019 and December 29, 2018, CRA was in compliance with the covenants of its credit agreement.

**7. Revenue Recognition**

CRA offers functional expertise across a variety of litigation, regulatory, financial, industry and management consulting services. Together, these services comprised all of CRA's consolidated revenues during the fiscal quarters and fiscal year-to-date periods ended September 28, 2019 and September 29, 2018. The contracts that CRA enters into and operates under specify whether the engagement will be billed on a time-and-materials or a fixed-price basis.

*Disaggregation of Revenue*

The following table disaggregates CRA's revenue by type of contract and geographic location (in thousands):

<u>Type of Contract</u>	<u>Fiscal Quarter Ended</u>		<u>Fiscal Year-to-Date Period Ended</u>	
	<u>September 28, 2019</u>	<u>September 29, 2018</u>	<u>September 28, 2019</u>	<u>September 29, 2018</u>
<i>Consulting services revenues:</i>				
Fixed Price	\$ 30,057	\$ 25,047	\$ 76,622	\$ 66,440
Time-and-materials	85,629	78,824	255,486	242,445
Total	<u>\$ 115,686</u>	<u>\$ 103,871</u>	<u>\$ 332,108</u>	<u>\$ 308,885</u>

<u>Geographic Breakdown</u>	<u>Fiscal Quarter Ended</u>		<u>Fiscal Year-to-Date Period Ended</u>	
	<u>September 28, 2019</u>	<u>September 29, 2018</u>	<u>September 28, 2019</u>	<u>September 29, 2018</u>
<i>Consulting services revenues:</i>				
United States	\$ 92,217	\$ 80,721	\$ 263,221	\$ 244,878
United Kingdom	17,116	17,253	53,027	47,317
Other	6,353	5,897	15,860	16,690
Total	<u>\$ 115,686</u>	<u>\$ 103,871</u>	<u>\$ 332,108</u>	<u>\$ 308,885</u>

*Reserves for Variable Consideration and Credit Risk*

Revenues from CRA's consulting services are recorded at the net transaction price, which includes estimates of variable consideration for which reserves are established. Variable consideration reserves are based on actual price concessions and those expected to be extended to CRA customers and are

## CRA INTERNATIONAL, INC.

## NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

**7. Revenue Recognition (Continued)**

recorded as a component of the allowances for accounts receivable and unbilled services. Adjustments to the variable consideration reserves are as follows (in thousands):

	Fiscal Quarter Ended		Fiscal Year-to-Date Period Ended	
	September 28, 2019	September 29, 2018	September 28, 2019	September 29, 2018
Adjustments to reserves for variable consideration and credit risk	\$ 2,282	\$ 2,441	\$ 6,440	\$ 5,887

Bad debt expense is reported as a component of selling, general and administrative expense. Bad debt expense is as follows (in thousands):

	Fiscal Quarter Ended		Fiscal Year-to-Date Period Ended	
	September 28, 2019	September 29, 2018	September 28, 2019	September 29, 2018
Bad debt expense	\$ 142	\$ 748	\$ 173	\$ 1,150

*Reimbursable Expenses*

Revenues also include reimbursements for costs incurred by CRA in fulfilling its performance obligations, including travel and other out-of-pocket expenses, fees for outside consultants and other reimbursable expenses. CRA recovers substantially all of these costs. The following expenses are subject to reimbursement (in thousands):

	Fiscal Quarter Ended		Fiscal Year-to-Date Period Ended	
	September 28, 2019	September 29, 2018	September 28, 2019	September 29, 2018
Reimbursable expenses	\$ 13,978	\$ 11,422	\$ 38,991	\$ 34,737

CRA collects goods and services (GST/HST) and value added taxes (VAT) from customers and records these amounts on a net basis.

*Transaction Price Allocated to Future Performance Obligations*

ASC 606 requires that CRA disclose the aggregate amount of transaction price that is allocated to performance obligations that have not yet been satisfied as of September 28, 2019. The guidance provides certain practical expedients that limit this requirement for (1) contracts with an original expected length of one year or less and (2) contracts for which revenue is recognized at the amount to which CRA has the right to invoice for consulting services performed. Given the nature of its business, CRA does not disclose the value of unsatisfied performance obligations as the practical expedients apply to its unsatisfied performance obligations as of September 28, 2019.

## CRA INTERNATIONAL, INC.

## NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

## 7. Revenue Recognition (Continued)

*Contract Balances from Contracts with Customers*

CRA defines contract assets as assets for which it has recorded revenue because it determines that it is probable that it will earn a performance based or contingent fee, but is not yet entitled to receive a fee, because certain events, such as completion of the measurement period or client approval, must occur. These contract assets are included in accounts receivable, net and unbilled services, net within the consolidated balance sheets. The contract assets balance was immaterial as of September 28, 2019 and December 29, 2018.

CRA defines contract liabilities as advance payments from or billings to its clients for services that have not yet been performed or earned and retainers. These liabilities are recorded within deferred revenues and are recognized as services are provided. When consideration is received, or such consideration is unconditionally due from a customer prior to transferring consulting services to the customer under the terms of a contract, a contract liability is recorded. Contract liabilities are recognized as revenue after control of the consulting services are transferred to the customer and all revenue recognition criteria have been met.

The following table presents the opening and closing balances of CRA's contract liability (in thousands):

	<u>Contract Liability</u>	
	<u>Fiscal Year-to-Date Period Ended</u>	<u>Fiscal Year Ended</u>
	<u>September 28, 2019</u>	<u>December 29, 2018</u>
Balance at the beginning of the period	\$ 5,453	\$ 3,287
Balance at the end of the period	\$ 2,502	\$ 5,453

During the fiscal quarter and fiscal year-to-date period ended September 28, 2019, CRA recognized the following revenue as a result of changes in the contract liability balance (in thousands):

	<u>Fiscal Quarter Ended</u>	<u>Fiscal Year-to-Date Period Ended</u>
	<u>September 28, 2019</u>	<u>September 28, 2019</u>
Amounts included in contract liabilities at the beginning of the period	\$ 2,405	\$ 4,900
Performance obligations satisfied in previous periods	\$ 3,395	\$ 3,606

The timing of revenue recognition, billings and cash collections results in billed receivables, unbilled services and contract liabilities on the condensed consolidated balance sheets.

## CRA INTERNATIONAL, INC.

## NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

**8. Net Income per Share**

CRA calculates basic and diluted earnings per common share using the two-class method. Under the two-class method, net earnings are allocated to each class of common stock and participating security as if all of the net earnings for the period had been distributed. CRA's participating securities consist of unvested share-based payment awards that contain a nonforfeitable right to receive dividends and therefore are considered to participate in undistributed earnings with common shareholders. Basic earnings per common share excludes dilution and is calculated by dividing net earnings allocable to common shares by the weighted-average number of common shares outstanding for the period. Diluted earnings per common share is calculated by dividing net earnings allocable to common shares by the weighted-average number of common shares outstanding for the period, as adjusted for the potential dilutive effect of non-participating share-based awards. Net earnings allocable to these participating securities were not material for the fiscal quarters and fiscal year-to-date periods ended September 28, 2019 and September 29, 2018.

The following table presents a reconciliation from net income to the net income available to common shareholders (in thousands):

	Fiscal Quarter Ended		Fiscal Year-to-Date Period Ended	
	September 28, 2019	September 29, 2018	September 28, 2019	September 29, 2018
Net income, as reported	\$ 5,739	\$ 3,908	\$ 15,984	\$ 15,633
Less: net income attributable to participating shares	12	15	47	82
Net income available to common shareholders	<u>\$ 5,727</u>	<u>\$ 3,893</u>	<u>\$ 15,937</u>	<u>\$ 15,551</u>

The following table presents a reconciliation of basic to diluted weighted average shares of common stock outstanding (in thousands):

	Fiscal Quarter Ended		Fiscal Year-to-Date Period Ended	
	September 28, 2019	September 29, 2018	September 28, 2019	September 29, 2018
Basic weighted average shares outstanding	7,769	8,048	7,903	8,129
Dilutive stock options and restricted stock units	281	500	302	486
Diluted weighted average shares outstanding	<u>8,050</u>	<u>8,548</u>	<u>8,205</u>	<u>8,615</u>

For the fiscal quarter and fiscal year-to-date period ended September 28, 2019, the anti-dilutive share-based awards that were excluded from the calculation of common stock equivalents for purposes of computing diluted weighted average shares outstanding amounted to 63,164 and 47,169 shares, respectively. For the fiscal quarter and fiscal year-to-date period ended September 29, 2018, the anti-dilutive share-based awards that were excluded from the calculation of common stock equivalents for purposes of computing diluted weighted average shares outstanding amounted to 8,256 and 13,443 shares, respectively. These share-based awards each period were anti-dilutive because their exercise price exceeded the average market price over the respective period.

**CRA INTERNATIONAL, INC.****NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)****(Unaudited)****9. Income Taxes**

CRA's effective income tax rates were 14.2% and 20.9% for the third quarter of fiscal 2019 and fiscal 2018, respectively. The effective tax rate for the third quarter of fiscal 2019 was lower than the prior year primarily due to the release of tax reserves as a result of expiration of statutes of limitation, partially offset by a decrease in the tax benefit related to share-based compensation. The effective tax rate in the third quarter of fiscal 2019 was lower than the combined federal and state statutory tax rate primarily due to the reversal of tax reserves as a result of expiration of statutes of limitation, the tax benefit on share-based compensation, and the remeasurement of U.S. deferred tax assets and liabilities based on expected fiscal 2019 applicable state apportionment and statutory rates, partially offset by non-deductible items resulting from limitations on the deductibility of compensation paid to executive officers and the deductibility of meals and entertainment. The effective tax rate in the third quarter of fiscal 2018 was lower than the combined federal and state statutory tax rate primarily due to the tax benefit on share-based compensation and the remeasurement of U.S. deferred tax assets and liabilities based on expected fiscal 2018 applicable state apportionment and statutory rates.

CRA's effective income tax rates were 22.9% and 24.1% for the fiscal year-to-date periods ended September 28, 2019 and September 29, 2018, respectively. The effective tax rate for the fiscal year-to-date period ended September 28, 2019 was lower than the prior year primarily due to the release of tax reserves as a result of expiration of statutes of limitation, partially offset by a decrease in the tax benefit related to share-based compensation. The effective tax rate in the fiscal year-to-date period ended September 28, 2019 was lower than the combined federal and state statutory tax rate primarily due to the release of tax reserves as a result of expiration of statutes of limitation, the tax benefit on share-based compensation, and the remeasurement of U.S. deferred tax assets and liabilities based on the expected fiscal 2019 applicable state apportionment and statutory rates, partially offset by non-deductible items resulting from limitations on the deductibility of compensation paid to executive officers and the deductibility of meals and entertainment. The effective tax rate for the fiscal year-to-date period ended September 29, 2018 was lower than the combined federal and state statutory tax rate primarily due to the tax benefit on share-based compensation, partially offset by the non-deductible items referenced above.

CRA has not provided for deferred income taxes or foreign withholding taxes on undistributed earnings and other basis differences that may exist from its foreign subsidiaries as of September 28, 2019, because such earnings are considered to be indefinitely reinvested. CRA does not rely on these unremitted earnings as a source of funds for its domestic business as it expects to have sufficient cash flow in the U.S. to fund its U.S. operational and strategic needs. If CRA were to repatriate its foreign earnings that are indefinitely reinvested, it would accrue substantially no additional tax expense.

**10. Leases**

CRA is a lessee under certain operating leases for office space and equipment. Prior to adopting ASC 842, CRA followed the lease accounting guidance as issued in ASC 840. Under ASC 840, CRA classified its leases as operating or capital leases based on evaluation of certain criteria of the lease agreement. For leases that contained rent escalations or rent holidays, CRA recorded the total rent expense during the lease term on a straight-line basis over the term of the lease and recorded the difference between the rents paid and the straight-line rent expense as deferred rent on the balance

CRA INTERNATIONAL, INC.

NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

**10. Leases (Continued)**

sheet. Any tenant improvement allowances received from the lessor were recorded as a reduction to rent expense over the term of the lease.

ASC 842, which CRA adopted on December 30, 2018, requires lessees to recognize leases on the balance sheet as a lease liability with a corresponding ROU asset, subject to certain permitted accounting policy elections. As a result of adopting the new standard, CRA recognized ROU assets of \$82.3 million and lease liabilities of \$106.8 million related to its operating leases as of December 30, 2018. The difference between the amount of ROU assets and lease liabilities recognized was an adjustment to eliminate the deferred rent balance, which was a component of ASC 840.

Under ASC 842, CRA determines whether a contract is a lease at the inception of the contract. This determination is based on whether the contract provides CRA the right to control the use of a physically distinct asset or substantially all of the capacity of an asset. Leases with an initial noncancelable term of twelve months or less that do not include an option to purchase the underlying asset that CRA is reasonably certain to exercise are classified as short-term leases. CRA has elected as an accounting policy to exclude from the consolidated balance sheets the ROU assets and lease liabilities related to short-term leases. CRA recognizes rent expense for its operating leases on a straight-line basis over the term of the lease.

Many of CRA's equipment leases are short-term or cancellable with notice. CRA's office space leases have remaining lease terms between one and approximately twelve years, many of which include one or more options to extend the term for periods of up to five years for each option. Certain leases contain options to terminate the lease early, which may include a penalty for exercising the option. Many of the termination options require notice within a specified period, after which the option is no longer available to CRA if not exercised. The extension options and termination options may be exercised at CRA's sole discretion. CRA does not consider in the measurement of ROU assets and lease liabilities an option to extend or terminate a lease if CRA is not reasonably certain to exercise the option. As of September 28, 2019, CRA has not included any options to extend or terminate in its measurement of ROU assets or lease liabilities.

Certain of CRA's leases include covenants that oblige CRA, at its sole expense, to repair and maintain the leased asset periodically during the lease term. CRA is not a party to any leases that contain residual value guarantees nor is CRA a party to any leases that provide an option to purchase the underlying asset.

Many of CRA's office space leases include fixed and variable payments. Variable payments relate to real estate taxes, insurance, operating expenses, and common area maintenance, which are usually billed at actual amounts incurred proportionate to CRA's rented square feet of the building. Variable payments that do not depend on an index or rate are expensed by CRA as they are incurred and are not included in the measurement of the lease liability.

Many of CRA's leases contain both lease and non-lease components. For office space leases, the Company has elected as an accounting policy to account for lease and nonlease components as a single component. For equipment leases, fixed and variable payments are allocated to each component relative to observable or estimated standalone prices. CRA measures its variable lease costs as the portion of variable payments that are allocated to lease components.

## CRA INTERNATIONAL, INC.

## NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

**10. Leases (Continued)**

CRA measures its lease liability for each leased asset as the present value of lease payments, as defined in ASC 842, allocated to the lease component, discounted using an incremental borrowing rate specific to the underlying asset. CRA's ROU assets are equal to the lease liability, adjusted for lease incentives received, including tenant improvement allowances, and payments made to the lessor prior to the lease commencement date. CRA estimates its incremental borrowing rate for each leased asset based on the interest rate CRA would incur to borrow an amount equal to the lease payments on a collateralized basis over a similar term in a similar economic environment.

The components of CRA's lease expenses, which are included in the condensed consolidated income statement, are as follows (in thousands):

	Fiscal Quarter Ended September 28, 2019	Fiscal Year-to-Date Period Ended September 28, 2019
Operating lease cost	\$ 4,052	\$ 11,276
Short-term lease cost	106	295
Variable lease cost	1,181	3,150
Total lease cost	<u>\$ 5,339</u>	<u>\$ 14,721</u>

Supplemental cash flow information related to CRA's leases are as follows (in thousands):

	Fiscal Year-to-Date Period Ended September 28, 2019
Cash paid for amounts included in the measurement of lease liabilities	
Operating cash flows from operating leases	\$12,053
Right-of-use assets obtained in exchange for lease obligations	
Operating leases	\$37,298

The following table presents supplemental balance sheet information related to CRA's operating leases (in thousands):

	September 28, 2019
<i>Assets:</i>	
Operating lease right-of-use assets	<u>\$110,999</u>
<i>Liabilities:</i>	
Current portion of lease liabilities	\$10,598
Non-current portion of lease liabilities	126,869
Total operating lease liabilities	<u>\$137,467</u>
Weighted average remaining lease term—operating leases	9.8 years
Weighted average discount rate—operating leases	3.7%

## CRA INTERNATIONAL, INC.

## NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

**10. Leases (Continued)**

At September 28, 2019, CRA had the following maturities of lease liabilities related to office space and equipment, all of which are under non-cancellable operating leases (in thousands):

<u>Fiscal Year</u>	<u>Operating Lease Commitments</u>
2019 (excluding the nine months ended September 28, 2019)	\$ 2,505
2020	16,883
2021	16,802
2022	16,907
2023	17,024
Thereafter	96,285
Total lease payments	166,406
Less: imputed interest	(28,939)
Total	<u>\$ 137,467</u>

As of September 28, 2019, CRA had additional operating leases for office space that have not yet commenced that have minimum rental commitments of \$28.8 million. These operating leases will commence in fiscal year 2019 and 2020 and have lease terms of approximately six years to eleven years, subject to certain extension options.

**11. Contingencies**

CRA is subject to legal actions arising in the ordinary course of business. In management's opinion, based on current knowledge, CRA has adequate legal defenses and/or insurance coverage with respect to the eventuality of such actions. CRA does not believe any settlement or judgment relating to any pending legal action would materially affect its financial position or results of operations. However, the outcome of such legal actions is inherently unpredictable and subject to inherent uncertainties.

**12. Correction**

During the fourth quarter of fiscal 2018, CRA determined that the change in accounts receivable allowances presented in the March 31, 2018 condensed consolidated statement of cash flows required adjustment. These adjustments in disclosure are immaterial and had no effect on the amount of accounts receivable presented on the March 31, 2018 condensed consolidated balance sheet. As a result of these adjustments, a classification change was required within the operating activities portion of the condensed consolidated statement of cash flows. As of December 29, 2018, these adjustments were corrected and the accounts receivable and accounts receivable allowances were properly presented within the consolidated financial statements.



## CRA INTERNATIONAL, INC.

## NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Continued)

(Unaudited)

**12. Correction (Continued)**

The following table presents the total classification changes required related to these adjustments for the fiscal year-to-date period ended September 29, 2018 (in thousands):

	<u>As previously reported</u>	<u>As revised</u>
Accounts receivable allowances	\$ 884	\$ 233
Accounts receivable	\$ (9,391)	\$ (8,939)
Unbilled services	\$ (10,175)	\$ (9,976)
Net cash used in operating activities	\$ (8,394)	\$ (8,394)

**13. Subsequent Events**

On October 31, 2019, CRA announced that its Board of Directors declared a quarterly cash dividend of \$0.23 per common share, payable on December 13, 2019 to shareholders of record as of November 26, 2019.

During the month of October 2019, CRA repaid \$10.0 million on its existing borrowings under its revolving line of credit. After this repayment, \$26.0 million of borrowings remain outstanding.

## ITEM 2. Management's Discussion and Analysis of Financial Condition and Results of Operations

### Forward-Looking Statements

Except for historical facts, the statements in this quarterly report are forward-looking statements. Forward-looking statements are merely our current predictions of future events. These statements are inherently uncertain, and actual events could differ materially from our predictions. Important factors that could cause actual events to vary from our predictions include those discussed below under the heading "Risk Factors." We assume no obligation to update our forward-looking statements to reflect new information or developments. We urge readers to review carefully the risk factors described in the other documents that we file with the Securities and Exchange Commission, or SEC. You can read these documents at [www.sec.gov](http://www.sec.gov).

Our principal Internet address is [www.crai.com](http://www.crai.com). Our website provides a link to a third-party website through which our annual, quarterly, and current reports, and amendments to those reports, are available free of charge. We believe these reports are made available as soon as reasonably practicable after we file them electronically with, or furnish them to, the SEC. We do not maintain or provide any information directly to the third-party website, and we do not check its accuracy.

Our website also includes information about our corporate governance practices. The Investor Relations page of our website provides a link to a web page where you can obtain a copy of our code of business conduct and ethics applicable to our principal executive officer, principal financial officer, and principal accounting officer.

### Critical Accounting Policies and Significant Estimates

The discussion and analysis of our financial condition and results of operations are based upon our condensed consolidated financial statements, which have been prepared in accordance with generally accepted accounting principles in the U.S. ("U.S. GAAP"). The preparation of these financial statements requires us to make significant estimates and judgments that affect the reported amounts of assets and liabilities, as well as the related disclosure of contingent assets and liabilities, at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Estimates in these condensed consolidated financial statements include, but are not limited to, allowances for accounts receivable and unbilled services, revenue recognition on fixed price contracts, variable consideration to be included in the transaction price of revenue contracts, depreciation of property and equipment, measurement of operating lease right-of-use ("ROU") assets and liabilities, share-based compensation, valuation of contingent consideration liabilities, valuation of acquired intangible assets, impairment of long lived assets and goodwill, accrued and deferred income taxes, valuation allowances on deferred tax assets, accrued incentive compensation, and certain other accrued expenses. These items are monitored and analyzed by management for changes in facts and circumstances, and material changes in these estimates could occur in the future. Changes in estimates are recorded in the period in which they become known. We base our estimates on historical experience and various other assumptions that we believe to be reasonable under the circumstances. Actual results may differ from our estimates if our assumptions based on past experience or our other assumptions do not turn out to be substantially accurate.

We have described our significant accounting policies in Note 1 to our consolidated financial statements included in the 2018 Form 10-K. We have reviewed our accounting policies, identifying those that we believe to be critical to the preparation and understanding of our consolidated financial statements in the list set forth below. See the disclosure under the heading "Critical Accounting Policies" in Item 7 of Part II of the 2018 Form 10-K for a detailed description of these policies and their potential effects on our results of operations and financial condition.

- Revenue recognition and accounts receivable allowances

- Deferred compensation
- Valuation of contingent consideration liability
- Valuation of goodwill and other intangible assets
- Accounting for income taxes

Except for the adoption of ASC 842 as described below, we did not adopt any changes in the fiscal year-to-date period ended September 28, 2019 that had a material effect on these critical accounting policies, nor did we make any changes to our accounting policies in the fiscal year-to-date period ended September 28, 2019 that changed these critical accounting policies.

#### Leases

We adopted ASU No. 2016-02, *Leases (Topic 842)* (ASC 842) on December 30, 2018, using the additional modified retrospective transition method provided by ASC 842. The reported results for 2019 reflect the application of ASC 842 guidance while the reported results for 2018 were prepared under the guidance of ASC 840, *Leases* (ASC 840). As a result of adopting the new standard, we recognized ROU assets of \$82.3 million and lease liabilities of \$106.8 million, of which \$10.6 million is classified as a current liability, as of December 30, 2018. The difference between the amount of ROU assets and lease liabilities recognized was an adjustment to deferred rent. Prior periods will not be retrospectively adjusted. See Note 10 to our consolidated condensed financial statements included in this quarterly report on Form 10-Q for a complete description of our accounting policy.

#### Recent Accounting Standards

See Note 1 to our condensed consolidated financial statements included in this quarterly report on Form 10-Q for a discussion of recent accounting standards that we have not yet adopted under the heading "Recent Accounting Standards Not Yet Adopted."

#### Results of Operations—For the Fiscal Quarter and Fiscal Year-to-Date Period Ended September 28, 2019, Compared to the Fiscal Quarter and Fiscal Year-to-Date Period Ended September 29, 2018

The following table provides operating information as a percentage of revenues for the periods indicated:

	Fiscal Quarter Ended		Fiscal Year-to-Date Period Ended	
	September 28, 2019	September 29, 2018	September 28, 2019	September 29, 2018
Revenues	100.0%	100.0%	100.0%	100.0%
Costs of services (exclusive of depreciation and amortization)	72.4	71.0	70.3	68.9
Selling, general and administrative expenses	19.4	21.5	20.8	21.9
Depreciation and amortization	2.2	2.5	2.3	2.4
Income from operations	6.0	5.0	6.6	6.8
Interest expense, net	(0.4)	(0.2)	(0.3)	(0.2)
Other income (expense), net	0.2	(0.1)	(0.1)	0.0
Income before provision for income taxes	5.8	4.8	6.2	6.7
Provision for income taxes	0.8	1.0	1.4	1.6
Net income	5.0%	3.8%	4.8%	5.1%

**Fiscal Quarter Ended September 28, 2019 Compared to the Fiscal Quarter Ended September 29, 2018**

*Revenues.* Revenues increased by \$11.8 million, or 11.4%, to \$115.7 million for the third quarter of fiscal 2019 from \$103.9 million for the third quarter of fiscal 2018. The increase in net revenue was a result of an increase in gross revenues of \$10.9 million as compared to the third quarter of fiscal 2018, and a decrease in write-offs and reserves of \$0.9 million compared to the third quarter of fiscal 2018. Utilization remained flat at 76% for the third quarter of fiscal 2019 relative to the third quarter of fiscal 2018, while consultant headcount grew 8.2% from 685 at the end of the third quarter of fiscal 2018 to 741 at the end of the third quarter of fiscal 2019. Included in revenues are the effect of changes in currency exchange rates resulting in a decrease to revenue of \$1.1 million for the fiscal quarter ended September 28, 2019, and a decrease of \$0.2 million for the fiscal quarter ended September 29, 2018.

Overall, revenues outside of the U.S. represented approximately 20% and 22% of total revenues for the third quarters of fiscal 2019 and fiscal 2018, respectively. Revenues derived from fixed-price engagements increased to 26% of total revenues for the third quarter of fiscal 2019 compared with 24% of total revenues for the third quarter of fiscal 2018. These percentages of revenue derived from fixed-price engagements depend largely on the proportion of our revenues derived from our management consulting business, which typically has a higher concentration of fixed-price service contracts.

*Costs of Services (exclusive of depreciation and amortization).* Costs of services (exclusive of depreciation and amortization) increased by \$10.1 million, or 13.7%, to \$83.8 million for the third quarter of fiscal 2019 from \$73.7 million for the third quarter of fiscal 2018. The increase in costs of services was due primarily to an increase of \$2.3 million in employee compensation and fringe benefit costs attributable to our increased consultant headcount, an increase in incentive and retention compensation costs of \$4.6 million, an increase in forgivable loan and incentive awards amortization of \$0.3 million, and an increase in expense related to the net change in contingent consideration valuation of \$0.7 million. These increased expenses were partially offset by a decrease in stock compensation of \$0.4 million. Additionally, client reimbursable expenses increased by \$2.6 million in the third quarter of fiscal 2019 compared to the third quarter of fiscal 2018. As a percentage of revenues, costs of services (exclusive of depreciation and amortization) increased to 72.4% for the third quarter of fiscal 2019 from 70.9% for the third quarter of fiscal 2018.

*Selling, General and Administrative Expenses.* Selling, general and administrative expenses increased by \$0.1 million, or 0.4%, to \$22.4 million for the third quarter of fiscal 2019 from \$22.3 million for the third quarter of fiscal 2018. Within this category of expenses, there was a \$0.3 million increase in employee and incentive compensation, a \$1.1 million increase in rent expense primarily due to additional space in our Boston office, and a \$0.2 million increase in commissions to our nonemployee experts for the third quarter of fiscal 2019 as compared to the third quarter of fiscal 2018. Partially offsetting these increased expenses was a \$0.4 million decrease in other operating expenses primarily due to a decrease in legal and other professional fees and a \$1.0 million decrease in bad debt expense.

As a percentage of revenues, selling, general and administrative expenses decreased to 19.4% for the third quarter of fiscal 2019 from 21.5% for the third quarter of fiscal 2018. Commissions to our nonemployee experts decreased to 2.6% of revenues for the third quarter of fiscal 2019 compared to 2.7% of revenues for the third quarter of fiscal 2018.

*Provision for Income Taxes.* The income tax provision was \$1.0 million and the effective tax rate was 14.2% for the third quarter of fiscal 2019 compared to \$1.0 million and 20.9% for the third quarter of fiscal 2018. The effective tax rate for the third quarter of fiscal 2019 was lower than the prior year primarily due to the release of tax reserves as a result of expiration of statutes of limitation, partially

offset by a decrease in the tax benefit related to share-based compensation. The effective tax rate in the third quarter of fiscal 2019 was lower than the combined federal and state statutory tax rate primarily due to the release of tax reserves as a result of expiration of statutes of limitation, the tax benefit on share-based compensation, and the remeasurement of U.S. deferred tax assets and liabilities based on expected fiscal 2019 applicable state apportionment and statutory rates, partially offset by non-deductible items resulting from limitations on the deductibility of compensation paid to executive officers and the deductibility of meals and entertainment. The effective tax rate in the third quarter of fiscal 2018 was lower than the combined federal and state statutory tax rate primarily due to the tax benefit on share-based compensation and the remeasurement of U.S. deferred tax assets and liabilities based on expected fiscal 2018 applicable state apportionment and statutory rates.

*Net Income.* Net income increased by \$1.8 million to \$5.7 million for the third quarter of fiscal 2019 from \$3.9 million for the third quarter of fiscal 2018. The net income per diluted share was \$0.71 per share for the third quarter of fiscal 2019, compared to \$0.46 of net income per diluted share for the third quarter of fiscal 2018. Weighted average diluted shares outstanding decreased by approximately 498,000 shares to approximately 8,050,000 shares for the third quarter of fiscal 2019 from approximately 8,548,000 shares for the third quarter of fiscal 2018. The decrease in weighted average diluted shares outstanding was primarily due to the repurchase of shares of our common stock since the fiscal year-to-date period ended September 29, 2018, offset in part by the issuance or vesting of shares of restricted stock and time-vesting restricted stock units, and the exercise of stock options, since the third quarter of fiscal 2018.

#### **Fiscal Year-to-Date Period Ended September 28, 2019 Compared to the Fiscal Year-to-Date Period Ended September 29, 2018**

*Revenues.* Revenues increased by \$23.2 million, or 7.5%, to \$332.1 million for the fiscal year-to-date period ended September 28, 2019 from \$308.9 million for the fiscal year-to-date period ended September 29, 2018. The increase in net revenue was a result of an increase in gross revenues of \$23.8 million as compared to the fiscal year-to-date period ended September 29, 2018, offset by an increase in write-offs and reserves of \$0.6 million as compared to the fiscal year-to-date period ended September 29, 2018. Utilization remained flat at 76% for the fiscal year-to-date period ended September 28, 2019 relative to the fiscal year-to-date period ended September 29, 2018, while consultant headcount increased during the period. Included in revenues are the effect of changes in currency exchange rates resulting in a decrease in revenue of \$3.8 million for the fiscal year-to-date period ended September 28, 2019 and an increase in revenue of \$3.3 million for the fiscal year-to-date period ended September 29, 2018, respectively.

Overall, revenues outside of the U.S. represented approximately 21% of total revenues for each of the fiscal year-to-date periods ended September 28, 2019 and September 29, 2018. Revenues derived from fixed-price engagements were 23% and 22% of total revenues for the fiscal year-to-date periods ended September 28, 2019 and September 29, 2018, respectively. These percentages of revenue derived from fixed-price engagements depend largely on the proportion of our revenues derived from our management consulting business, which typically has a higher concentration of fixed-price service contracts.

*Costs of Services (exclusive of depreciation and amortization).* Costs of services (exclusive of depreciation and amortization) increased by \$20.6 million, or 9.7%, to \$233.4 million for the fiscal year-to-date period ended September 28, 2019 from \$212.8 million for the fiscal year-to-date period ended September 29, 2018. The increase in costs of services was due primarily to an increase of \$5.2 million in employee compensation and fringe benefit costs associated with our increased consulting headcount, an increase in incentive and retention compensation costs of \$7.7 million, an increase in forgivable loan and incentive awards amortization of \$1.7 million, and an increase in the valuation of the contingent consideration of \$3.4 million, partially offset by a decrease in stock compensation

expense of \$1.1 million. Additionally, client reimbursable expenses increased by \$4.3 million in the fiscal year-to-date period ended September 28, 2019 compared to the fiscal year-to-date period ended September 29, 2018. As a percentage of revenues, costs of services (exclusive of depreciation and amortization) increased to 70.3% for the fiscal year-to-date period ended September 28, 2019 from 68.9% for the fiscal year-to-date period ended September 29, 2018.

*Selling, General and Administrative Expenses.* Selling, general and administrative expenses increased by \$1.2 million, or 1.8%, to \$68.9 million for the fiscal year-to-date period ended September 28, 2019 from \$67.7 million for the fiscal year-to-date period ended September 29, 2018. The primary contributor to this increase was an increase in employee and incentive compensation of \$1.3 million, a \$0.7 million increase in travel and entertainment, a \$0.5 million increase in training and marketing, a \$0.6 million increase in subscriptions and licenses, a \$1.0 million increase in rent, and a \$0.2 million increase in commissions to our nonemployee experts for the fiscal year-to-date period ended September 30, 2019 as compared to the fiscal year-to-date period ended September 29, 2018, offset by a \$2.0 million decrease in legal and other professional fees, a \$1.0 million decrease in bad debt expense, and a \$0.2 million decrease in other operating expenses.

As a percentage of revenues, selling, general and administrative expenses decreased to 20.8% for the fiscal year-to-date period ended September 28, 2019 from 21.9% for the fiscal year-to-date period ended September 29, 2018 due primarily to the increase in revenues. Commissions to our nonemployee experts decreased to 2.9% of revenues for the fiscal year-to-date period ended September 28, 2019 compared to 3.0% of revenues for the fiscal year-to-date period ended September 29, 2018 as less revenue was sourced by nonemployee experts in the fiscal year-to-date period ended September 28, 2019 compared to the fiscal year-to-date period ended September 29, 2018.

*Provision for Income Taxes.* For fiscal year-to-date period ended September 28, 2019, our income tax provision was \$4.8 million, and the effective tax rate was 22.9%, compared to a provision of \$5.0 million and an effective tax rate of 24.1% for the fiscal year-to-date period ended September 29, 2018. The effective tax rate for the fiscal year-to-date period ended September 28, 2019 was lower than the prior year primarily due to the release of tax reserves as a result of expiration of statutes of limitation, partially offset by a decrease in the tax benefit related to share-based compensation. The effective tax rate in the fiscal year-to-date period ended September 28, 2019 was lower than the combined federal and state statutory tax rate primarily due to the release of tax reserves as a result of expiration of statutes of limitation, the tax benefit on share-based compensation, and the remeasurement of U.S. deferred tax assets and liabilities based on the expected fiscal 2019 applicable state apportionment and statutory rates, partially offset by non-deductible items resulting from limitations on the deductibility of compensation paid to executive officers and the deductibility of meals and entertainment. The effective tax rate for the fiscal year-to-date period ended September 29, 2018 was lower than the combined federal and state statutory tax rate primarily due to the tax benefit on share-based compensation, partially offset by non-deductible items referenced above.

*Net Income.* Net income increased by \$0.4 million to \$16.0 million for the fiscal year-to-date period ended September 28, 2019 from \$15.6 million for the fiscal year-to-date period ended September 29, 2018. The diluted net income per share was \$1.94 for the fiscal year-to-date period ended September 28, 2019, compared to diluted net income per share of \$1.81 for the fiscal year-to-date period ended September 29, 2018. Diluted weighted average shares outstanding decreased by approximately 410,000 to approximately 8,205,000 shares for the fiscal year-to-date period ended September 28, 2019 from approximately 8,615,000 shares for the fiscal year-to-date period ended September 29, 2018. The decrease in weighted average diluted shares outstanding was primarily due to the repurchase of shares of our common stock since the fiscal year-to-date period ended September 29, 2018, offset in part by the issuance or vesting of shares of restricted stock and time-vesting restricted stock units, and the exercise of stock options, since the third quarter of fiscal 2018.

## Liquidity and Capital Resources

### *Fiscal Year-to-Date Period Ended September 28, 2019*

We believe that our current cash, cash equivalents, cash generated from operations, and amounts available under our bank revolving line of credit will be sufficient to meet our anticipated working capital and capital expenditure requirements for at least the next 12 months.

*General.* During the fiscal year-to-date period ended September 28, 2019, cash and cash equivalents decreased by \$18.2 million. We completed the period with cash and cash equivalents of \$19.8 million and working capital (defined as current assets less current liabilities) of \$8.3 million. The principal drivers of the reduction of cash were payment of a significant portion of our fiscal 2018 performance bonuses in the second quarter of 2019, the funding of forgivable loans, the repurchase of shares, and capital expenditures related to the buildout of the expanded Boston office space, offset by net borrowings of \$36.0 million.

Of the total cash and cash equivalents held at September 28, 2019, \$7.8 million was held within the U.S. We have sufficient sources of liquidity in the U.S., including cash from operations and availability on our revolving line of credit, to fund U.S. activities. At September 28, 2019, we had outstanding borrowings on the revolving line of credit of \$36.0 million.

*Sources and Uses of Cash.* During the fiscal year-to-date period ended September 28, 2019, net cash used in operating activities was \$19.9 million. Net income was \$16.0 million for the fiscal year-to-date period ended September 28, 2019. The primary factor in cash used in operations was the decrease in the "accounts payable, accrued expenses, and other liabilities" line item of our consolidated statement of cash flows of \$16.3 million. Other uses of cash included an increase of \$14.6 million in unbilled receivables, a \$5.7 million increase in prepaid expenses and other current assets and a \$5.8 million decrease in lease liabilities. The change in forgivable loans for the period of \$18.9 million was primarily driven by \$32.3 million of forgivable loan issuances, net of repayments, offset by \$13.3 million of forgivable loan amortization. Offsetting these uses of cash was a \$3.5 million decrease in accounts receivable, net. Cash provided by operations included non-cash depreciation and amortization expense of \$7.7 million, share-based compensation expenses of \$2.6 million, and \$7.8 million in ROU amortization.

During the fiscal year-to-date period ended September 28, 2019, net cash used in investing activities was \$12.5 million for capital expenditures primarily related to the buildout of the Boston and Cambridge, UK office space.

During the fiscal year-to-date period ended September 28, 2019, net cash provided by financing activities was \$14.8 million, primarily as a result of borrowings under the line of credit of \$36.0 million, net of repayments, and \$2.0 million received upon the issuance of shares of common stock related to the exercise of stock options. Offsetting these increases in cash were the tax withholding payments reimbursed by restricted shares of \$0.4 million, payment of \$4.7 million of cash dividends to shareholders, and \$18.1 million of repurchases of common stock.

### *Indebtedness*

We are party to a credit agreement that provides us with a \$125.0 million revolving credit facility and a \$15.0 million sublimit for the issuance of letters of credit. We may use the proceeds of the revolving credit facility to provide working capital and for other general corporate purposes. Generally, we may repay any borrowings under the revolving credit facility at any time, but must repay all borrowings no later than October 24, 2022. There was \$36.0 million in outstanding borrowings under this revolving line of credit as of September 28, 2019.

The amount available under this revolving line of credit is reduced by certain letters of credit outstanding, which amounted to \$4.4 million as of September 28, 2019. Borrowings under the revolving credit facility bear interest at a rate per annum, at our election, of either (i) the adjusted base rate, as defined in the credit agreement, plus an applicable margin, which varies between 0.25% and 1.25% depending on our total leverage ratio as determined under the credit agreement, or (ii) the adjusted eurocurrency rate, as defined in the credit agreement, plus an applicable margin, which varies between 1.25% and 2.25% depending on our total leverage ratio. We are required to pay a fee on the unused portion of the revolving credit facility at a rate per annum that varies between 0.20% and 0.35% depending on our total leverage ratio. Borrowings under the revolving credit facility are secured by 100% of the stock of certain of our U.S. subsidiaries and 65% of the stock of certain of our foreign subsidiaries, which represent approximately \$30.7 million in net assets as of September 28, 2019.

Under the credit agreement, we must comply with various financial and non-financial covenants. Compliance with these financial covenants is tested on a fiscal quarterly basis. Any indebtedness outstanding under the revolving credit facility may become immediately due and payable upon the occurrence of stated events of default, including our failure to pay principal, interest or fees or a violation of any financial covenant. The financial covenants require us to maintain an adjusted consolidated EBITDA to consolidated interest expense ratio of more than 2.5:1.0 and to comply with a consolidated debt to adjusted consolidated EBITDA ratio of not more than 3.0:1.0. The non-financial covenant restrictions of the senior credit agreement include, but are not limited to, our ability to incur additional indebtedness, engage in acquisitions or dispositions, and enter into business combinations.

#### ***Forgivable Loans and Term Loans***

In order to attract and retain highly skilled professionals, we may issue forgivable loans or term loans to employees and non-employee experts. A portion of these loans is collateralized by key person life insurance. The forgivable loans have terms that are generally between three and eight years. The principal amount of forgivable loans and accrued interest is forgiven by us over the term of the loans, so long as the employee or non-employee expert continues employment or affiliation with us and complies with certain contractual requirements. The expense associated with the forgiveness of the principal amount of the loans is recorded as compensation expense over the service period, which is consistent with the term of the loans.

#### ***Compensation Arrangements***

We have entered into compensation arrangements for the payment of incentive performance awards to certain of our employees and non-employee experts if specific performance targets are met. The amounts of the awards to be paid under these compensation arrangements could fluctuate depending on future performance through the respective measurement periods. Increases in estimated awards are expensed prospectively over the remaining service period. Decreases in estimated awards are recorded in the period incurred. We believe that we will have sufficient funds to satisfy any obligations related to the incentive performance awards. We expect to fund these payments, if any, from existing cash resources, cash generated from operations, or borrowings on our existing revolving credit facility.

#### ***Business and Talent Acquisitions***

As part of our business, we regularly evaluate opportunities to acquire other consulting firms, practices or groups or other businesses. In recent years, we have typically paid for acquisitions with cash, or a combination of cash and our common stock, and we may continue to do so in the future. To pay for an acquisition, we may use cash on hand, cash generated from our operations, borrowings under our revolving credit facility, or we may pursue other forms of financing. Our ability to secure short-term and long-term debt or equity financing in the future will depend on several factors,



including our future profitability, the levels of our debt and equity, restrictions under our existing revolving line of credit with our bank, and the overall credit and equity market environments.

### ***Share Repurchases***

In February 2019, our Board of Directors authorized an expansion to our existing share repurchase program, authorizing the purchase of an additional \$20.0 million of our common stock. We may repurchase shares under this program in open market purchases (including through any Rule 10b5-1 plan adopted by us) or in privately negotiated transactions in accordance with applicable insider trading and other securities laws and regulations. During the fiscal quarter and fiscal year-to-date period ended September 28, 2019, we repurchased and retired 157,402 shares and 421,112 shares, respectively, under our share repurchase program at an average price per share of \$41.69 and \$42.94, respectively. During the fiscal quarter and fiscal year-to-date period ended September 29, 2018, we repurchased and retired 215,585 shares and 378,477 shares, respectively, under our share repurchase program at an average price per share of \$55.99 and \$53.90, respectively. As of September 28, 2019, we had approximately \$3.5 million available for future repurchases under our share repurchase program. We plan to finance future repurchases with available cash, cash from future operations and funds from our existing revolving credit facility. We expect to continue to repurchase shares under our share repurchase program.

### ***Dividends to Shareholders***

We anticipate paying regular quarterly dividends each year. These dividends are anticipated to be funded through cash flow from operations, available cash on hand, and/or borrowings under our revolving credit facility. Although we anticipate paying regular quarterly dividends on our common stock for the foreseeable future, the declaration of any future dividends is subject to the discretion of our Board of Directors. During the fiscal quarter and fiscal year-to-date period ended September 28, 2019, we paid dividends of \$1.5 million and \$4.8 million, respectively. During the fiscal quarter and fiscal year-to-date period ended September 29, 2018, we paid dividends of \$1.4 million and \$4.3 million respectively, to our shareholders.

### ***Impact of Inflation***

To date, inflation has not had a material impact on our financial results. There can be no assurance, however, that inflation will not adversely affect our financial results in the future.

### ***Future Capital and Liquidity Needs***

We anticipate that our future capital and liquidity needs will principally consist of funds required for:

- operating and general corporate expenses relating to the operation of our business, including the compensation of our employees under various annual bonus or long-term incentive compensation programs;
- the hiring of individuals to replenish and expand our employee base;
- capital expenditures, primarily for information technology equipment, office furniture and leasehold improvements;
- debt service and repayments, including interest payments on borrowings from our revolving credit facility;
- share repurchases;
- dividends to shareholders;

- potential acquisitions of businesses that would allow us to diversify or expand our service offerings;
- contingent obligations related to our acquisitions; and
- other known future contractual obligations.

The hiring of individuals to replenish and expand our employee base is an essential part of our business operations and has historically been funded principally from operations and short-term borrowings. Many of the other above activities are discretionary in nature. For example, capital expenditures can be deferred, acquisitions can be forgone, and share repurchase programs and regular dividends can be suspended. As such, our operating model provides flexibility with respect to the deployment of cash flow from operations. Given this flexibility, we believe that our cash flows from operations, supplemented by cash on hand and borrowings under our bank credit facility (as necessary), will provide adequate cash to fund our long-term cash needs from normal operations for at least the next twelve months.

Our conclusion that we will be able to fund our cash requirements by using existing capital resources and cash generated from operations does not take into account the impact of any future acquisition transactions or any unexpected significant changes in the number of employees or other expenditures that are currently not contemplated. The anticipated cash needs of our business could change significantly if we pursue and complete additional business acquisitions, if our business plans change, if economic conditions change from those currently prevailing or from those now anticipated, or if other unexpected circumstances arise that have a material effect on the cash flow or profitability of our business. Any of these events or circumstances, including any new business opportunities, could involve significant additional funding needs in excess of the identified currently available sources and could require us to raise additional debt or equity funding to meet those needs on terms that may be less favorable compared to our current sources of capital. Our ability to raise additional capital, if necessary, is subject to a variety of factors that we cannot predict with certainty, including:

- our future profitability;
- the quality of our accounts receivable;
- our relative levels of debt and equity;
- the volatility and overall condition of the capital markets; and
- the market prices of our securities.

### **Factors Affecting Future Performance**

Important factors that could cause our actual results to differ materially from the forward-looking statements we make in this Quarterly Report on Form 10-Q, as well as a description of material risks we face, are set forth under the heading "Risk Factors" included in Part I—Item 1A of the 2018 Form 10-K. If any of these risks, or any risks not presently known to us or that we currently believe are not significant, develops into an actual event, then our business, financial condition, and results of operations could be adversely affected.

### **ITEM 3. Quantitative and Qualitative Disclosures About Market Risk**

For information regarding our exposure to certain market risks see "Item 7A. Quantitative and Qualitative Disclosures about Market Risk," in the 2018 Form 10-K.

## ITEM 4. Controls and Procedures

### *Evaluation of Disclosure Controls and Procedures*

Under the supervision and with the participation of our management, including our President and Chief Executive Officer and our Chief Financial Officer, we evaluated the effectiveness of our disclosure controls and procedures as of the end of the period covered by this report. This is done in order to ensure that information we are required to disclose in the reports that are filed or submitted under the Securities Exchange Act of 1934, as amended, is recorded, processed, summarized and reported within the time periods specified in the SEC's rules and forms. Based upon that evaluation, our President and Chief Executive Officer and our Chief Financial Officer concluded that our disclosure controls and procedures were not effective as of September 28, 2019, due to the material weaknesses in internal control over financial reporting related to the inadequate design or execution of internal controls over the completeness and accuracy of: 1) our contingent consideration and incentive-based compensation liabilities, including our internal controls over revenue forecasts and certain other assumptions used in the computation of these liabilities; 2) revenue and related reserves; 3) certain accounts payable and expense accruals; and 4) the evaluation of certain technical tax matters described in Item 9A of the 2018 Form 10-K.

Notwithstanding these material weaknesses, management has concluded that the condensed consolidated financial statements included in this quarterly report on Form 10-Q present fairly, in all material aspects, our financial position at the end of, and the results of operations and cash flows for, the periods presented in conformity with accounting principles generally accepted in the United States.

### *Evaluation of Changes in Internal Control over Financial Reporting*

Under the supervision and with the participation of our management, including our President and Chief Executive Officer and Chief Financial Officer, we evaluated whether there were any changes in our internal control over financial reporting during the third quarter of fiscal 2019. Except for the ongoing remediation of the material weaknesses in internal controls over financial reporting noted above pursuant to the plan described in Item 9A of the 2018 Form 10-K, there were no changes in our internal control over financial reporting identified in connection with the above evaluation that occurred during the third quarter of fiscal 2019, that have materially affected or are reasonably likely to materially affect, our internal control over financial reporting.

### *Plan for Remediation of Material Weakness*

We are committed to remediating the control deficiencies that gave rise to the material weaknesses described above. Management is responsible for implementing changes and improvements to our internal control over financial reporting and for remediating the control deficiencies that gave rise to these material weaknesses. During fiscal 2019, we are enhancing our system of internal controls over financial reporting with the following actions:

- Maintaining the Special Internal Controls Committee to guide our remediation efforts;
- Continuing our evaluation of the design and operation of our internal controls related to fixed price contract revenue accounting, accounts payable and accrued expenses, including the evaluation of automated controls;
- Developing and implementing management review procedures and controls over revenue forecasts and assumptions used in the computation of incentive-based compensation and contingent consideration;
- Developing and implementing management review procedures and controls over revenue and related reserves, and income taxes;

- Provided additional training on the importance of review controls and related documentation as well as effective review and documentation procedures;
- Evaluating areas of the finance organization for further technological advancements, such as accounts payable, accrued expenses, and incentive-based compensation to ensure the timeliness, completeness, and accuracy of our accounting records and enhanced reporting;
- Continuing refinement of our accounting policies, procedures, controls as well as broadening formalized documentation of our control policies; and
- Engaged a third-party specialist to assist in the assessment of our tax function, including our information technology capabilities, processes and systems.

#### *Important Considerations*

The effectiveness of our disclosure controls and procedures and our internal control over financial reporting is subject to various inherent limitations, including judgments used in decision making, assumptions about the likelihood of future events, the soundness of our systems, the possibility of human error, and the risk of fraud. Moreover, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions and the risk that the degree of compliance with policies or procedures may deteriorate over time. Because of these limitations, there can be no assurance that any system of disclosure controls and procedures or internal control over financial reporting will be successful in preventing all errors or fraud or in making all material information known in a timely manner to the appropriate levels of management.

## **PART II. OTHER INFORMATION**

### **ITEM 1. Legal Proceedings**

None.

### **ITEM 1A. Risk Factors**

There has been no material change in any risk factors previously disclosed in on the 2018 Form 10-K. See "Risk Factors" in the 2018 Form 10-K for a complete description of the material risks we face.

### **ITEM 2. Unregistered Sales of Equity Securities and Use of Proceeds**

(a) Not applicable.

(b) Not applicable.

(c) The following table provides information about our repurchases of shares of our common stock during the fiscal quarter ended September 28, 2019. During that period, we did not act in concert with any affiliate or any other person to acquire any of our common stock and, accordingly, we do not believe that purchases by any such affiliate or other person (if any) are reportable in the following table. For purposes of this table, we have divided the fiscal quarter into three periods of four weeks, four weeks, and five weeks, respectively, to coincide with our reporting periods during the third quarter of fiscal 2019.

**Issuer Purchases of Equity Securities**

<b>Period</b>	<b>(a) Total Number of Shares Purchased</b>	<b>(b) Average Price Paid per Share</b>	<b>(c) Total Number of Shares Purchased as Part of Publicly Announced Plans or Programs</b>	<b>(d) Maximum Number (or Approximate Dollar Value) of Shares that May Yet Be Purchased Under the Plans or Programs</b>
June 30, 2019 to July 27, 2019	—	—	—	\$ 10,075,100
July 28, 2019 to August 24, 2019	157,402	\$ 41.69	157,402	\$ 10,075,100
August 25, 2019 to September 28, 2019	—	—	—	\$ 3,512,496

On February 13, 2019, our Board of Directors authorized an expansion to our existing share repurchase program of an additional \$20.0 million of outstanding shares of our common stock. We may repurchase shares under this program in open market purchases (including through any Rule 10b5-1 plan adopted by us) or in privately negotiated transactions in accordance with applicable insider trading and other securities laws and regulations. During the four weeks ended August 24, 2019, we repurchased and retired 157,402 shares under this program at an average price per share of \$41.69. Approximately \$3.5 million was available for future repurchases under this program as of September 28, 2019. We expect to continue to repurchase shares under this program.

**ITEM 3. Defaults Upon Senior Securities**

None.

**ITEM 4. Mine Safety Disclosures**

None.

**ITEM 5. Other Information**

None.

## ITEM 6. EXHIBIT INDEX

<u>Item No.</u>	<u>Description</u>
10.1	<a href="#">Third Amendment to Lease dated September 9, 2019 by and between CRA International, Inc. and 1411 IC-SIC Property LLC.</a>
31.1	<a href="#">Rule 13a-14(a)/15d-14(a) certification of principal executive officer</a>
31.2	<a href="#">Rule 13a-14(a)/15d-14(a) certification of principal financial officer</a>
32.1	<a href="#">Section 1350 certification</a>
101	The following financial statements from CRA International, Inc.'s Quarterly Report on Form 10-Q for the fiscal quarter ended September 28, 2019, formatted in XBRL (eXtensible Business Reporting Language), as follows: (i) Condensed Consolidated Income Statements (unaudited) for the fiscal quarters and the fiscal year to date periods ended September 28, 2019 and September 29, 2018, (ii) Condensed Consolidated Statements of Comprehensive Income (unaudited) for the fiscal quarters ended September 28, 2019 and September 29, 2018, (iii) Condensed Consolidated Balance Sheets (unaudited) as at September 28, 2019 and December 30, 2018, (iv) Condensed Consolidated Statements of Cash Flows (unaudited) for the fiscal quarters ended September 28, 2019 and September 29, 2018, (v) Condensed Consolidated Statement of Shareholders' Equity (unaudited) for the fiscal quarters ended September 28, 2019 and September 29, 2018, and (vi) Notes to Condensed Consolidated Financial Statements (Unaudited).







**THIRD AMENDMENT TO LEASE**

**THIRD AMENDMENT TO LEASE** (this "Amendment") dated as of the 9th day of September, 2019 (the "Effective Date") by and between **1411 IC-SIC PROPERTY LLC**, a Delaware limited liability company with an office at 1411 Broadway, Building Management Office, New York, New York 10018, as landlord ("Landlord") and **CRA INTERNATIONAL, INC.**, a Massachusetts corporation with an office at 1411 Broadway, 35th Floor, New York, New York 10018, as tenant ("Tenant").

**WITNESSETH:**

**WHEREAS**, Landlord and Tenant entered into that certain original lease dated as of July 15, 2015 (the "Original Lease"), covering the entire rentable area of the thirty-fifth (35th) floor (the "Original Premises") in the building known as 1411 Broadway, New York, New York (the "Building"), consisting of approximately 25,261 rentable square feet ("RSF");

**WHEREAS**, Landlord and Tenant entered into that certain First Amendment to Lease (the "First Amendment"), dated as of April 21, 2017, which amended the Original Lease to provide for, among other things, (i) an extension of the Term of the Lease, and (ii) the leasing by Landlord to Tenant of a portion of the rentable area of the twenty-fifth (25th) floor of the Building consisting of approximately 16,587 RSF (the "Original 25<sup>th</sup> Floor Premises");

**WHEREAS**, Landlord and Tenant entered into that certain Second Amendment to Lease (the "Second Amendment"), dated as of July 28, 2017, which further amended the Original Lease, as amended by the First Amendment, to provide for, among other things, the leasing by Landlord to Tenant of an additional portion of the rentable area of the twenty-fifth (25th) floor of the Building consisting of approximately 2,422 RSF (the "Additional 25th Floor Premises"); the Original Premises, the Original 25th Floor Premises, and the Additional 25<sup>th</sup> Floor Premises are herein collectively referred to as the "Existing Premises")

**WHEREAS**, pursuant to the terms set forth in this Amendment, Landlord and Tenant desire to further amend the Original Lease, as amended by the First Amendment and Second Amendment, to provide for, among other things, the leasing by Landlord to Tenant of a portion of the rentable area of the twenty-fourth (24th) floor of the Building consisting of approximately 12,075 RSF as more particularly shown on the floor plan attached hereto as Exhibit A and made a part hereof (the "Third Amendment Premises"), in accordance with the terms, covenants and conditions of the Lease, as hereby amended.

**NOW, THEREFORE**, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. **Definitions.** Capitalized terms used but not otherwise defined herein shall have the meanings ascribed to them in the Lease. As used herein and in the Lease, the term "Lease" shall mean the Original Lease, as amended by the First Amendment, the Second Amendment, this Amendment and as hereafter amended. From and after the Third Amendment Premises Commencement Date (as hereinafter defined), the term "Premises," as used in the Lease, shall

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mean the Existing Premises and the Third Amendment Premises, collectively, unless otherwise expressly specified.

2. **Third Amendment Premises; Third Amendment Premises Commencement Date; Landlord's Work; Landlord's Additional Work; Tenant's TI Work; Landlord's Contribution; Failure to Give Possession.**

2.1 **Definitions.**

(a) "Landlord's Additional Work" means the work set forth on Exhibit B-2, which work shall be performed by Landlord in a good and workmanlike manner at Landlord's cost using Building standard materials.

(b) "Landlord's Work" shall mean the work required to prepare the Third Amendment Premises for Tenant's TI Work in accordance with Exhibit B-1, which work shall be, or has been, performed by Landlord at Landlord's cost in a good and workmanlike manner using Building standard materials.

(c) "Third Amendment Premises Commencement Date" shall mean the date on which Landlord shall deliver possession of the Third Amendment Premises to Tenant (i) free of all tenancies (other than that of Tenant), licenses and rights of occupants, and (ii) with Landlord's Work (but not Landlord's Additional Work) Substantially Completed.

2.2 **Condition of Third Amendment Premises.** By taking possession of any part of the Third Amendment Premises hereunder, Tenant shall be deemed to have accepted the Third Amendment Premises as being in good order, condition and repair, and otherwise in its then existing "as is" and "where is" condition as of the Third Amendment Premises Commencement Date, subject to Substantial Completion of Landlord's Additional Work and completion of the Punch List Items and other than latent defects in Landlord's Work of which Tenant notifies Landlord promptly following discovery thereof, but in no event later than one (1) year following the Third Amendment Premises Commencement Date. Except for the performance of Landlord's Work and Landlord's Additional Work, Tenant agrees that Landlord has no obligation to perform any work, supply any materials, incur any expense or make any alterations or improvements to the Third Amendment Premises to prepare the Third Amendment Premises for Tenant's occupancy. The foregoing, however, shall not be deemed or construed to release Landlord from any of its obligations set forth in the Lease, including its obligation to provide services and utilities under Article 7 of the Lease, or to repair, maintain and operate the Building in a manner consistent with comparable office buildings in midtown Manhattan (subject, in each case, to the applicable terms and provisions of the Lease). Tenant acknowledges that, except as may otherwise be expressly provided in this Amendment, neither Landlord, nor any employee, agent nor contractor of Landlord has made any representation or warranty concerning the Land, Building, Common Areas or Third Amendment Premises, or the adequacy of Landlord's Work or Landlord's Additional Work for the conduct of Tenant's business in the Third Amendment Premises. Landlord reserves, for Landlord's use, any of the following (other than those installed by or for Tenant's exclusive use) that may be located in the Third Amendment Premises: janitor closets, emergency egress stairways

and stairwells; fans, mechanical, electrical, telephone and similar rooms; and elevator, pipe and other vertical shafts, flues and ducts.

**2.3 Landlord's Work; Landlord's Additional Work.**

(a) Landlord agrees to perform Landlord's Work, at Landlord's sole cost and expense, prior to the Third Amendment Premises Commencement Date. After execution of this Amendment, Landlord shall use commercially reasonable efforts to prosecute Landlord's Work to completion, without being required to employ overtime or other premium pay labor. Provided that the Effective Date is not later than September 6, 2019 (the "Target Effective Date"), Landlord shall endeavor to Substantially Complete Landlord's Work by January 1, 2020 (the "Target Date"). In the event that Landlord's Work is not Substantially Complete by the Target Date, then Tenant shall be entitled to an abatement of Base Rent for the Third Amendment Premises (to be applied from and after the Third Amendment Premises Base Rent Abatement Period) of one (1) day for each day from the Target Date until Landlord's Work is Substantially Completed. All time periods and deadlines set forth in this Section 2.3(a) are subject to extension on a day-for-day basis in the event that the Substantial Completion of Landlord's Work is delayed as a result of Force Majeure and/or Tenant Delay or the Effective Date occurring on a date that is later than the Target Effective Date.

(b) Following the Third Amendment Premises Commencement Date, Landlord agrees to perform Landlord's Additional Work and any Punch List Items, at Landlord's sole cost and expense. Landlord shall use commercially reasonable efforts to Substantially Complete Landlord's Additional Work prior to Tenant's completion of the TI Work (as hereinafter defined), without being required to employ overtime or other premium pay labor; provided, however, Landlord shall complete the finishes in the 24<sup>th</sup> floor common corridor no later than ninety (90) days after the Third Amendment Premises Commencement Date. Landlord agrees to diligently perform all Punch List Items and to complete same within thirty (30) days after Substantial Completion of each of Landlord's Work and Landlord's Additional Work, as applicable. Landlord shall use commercially reasonable efforts to minimize any disruption to Tenant's performance of the TI Work and/or its business activities as Landlord completes Landlord's Additional Work and the Punch List Items.

(c) Landlord and its employees, contractors and agents shall be granted access to the Third Amendment Premises at all reasonable times in order to perform Landlord's Additional Work and Punch List Items, and for the storage of materials therein reasonably required in connection therewith. Tenant, its employees, contractors and agents shall use commercially reasonable efforts to minimize interference with the performance of Landlord's Additional Work. Landlord, its employees, contractors and agents shall use commercially reasonable efforts to minimize interference with the performance of the TI Work; and work schedules shall be coordinated accordingly. There shall be no Rent abatement or allowance to Tenant for a diminution of rental value, no actual or constructive eviction of Tenant, in whole or in part, no relief from any of Tenant's other obligations under the Lease, and no liability on the part of Landlord, by reason of inconvenience, annoyance or injury to business arising from the performance of Landlord's

Additional Work, Punch List Items and/or the storage of any materials in connection therewith except to the extent expressly provided herein.

#### 2.4 **TI Work.**

(a) Tenant intends to undertake renovations in the Third Amendment Premises to prepare the same for Tenant's occupancy (the "TI Work"). Subject to Landlord's review and approval of Tenant's Plans for the TI Work in accordance with the Lease and as set forth herein, Landlord agrees that Tenant shall have the right to perform the TI Work. As soon as is reasonably practical after the date of this Amendment, Tenant shall deliver to Landlord, for Landlord's approval, construction drawings for the TI Work.

(b) Tenant shall perform the TI Work at Tenant's own cost and expense, in compliance with Landlord's Rules and Regulations for Alterations, all applicable Laws and provisions of the Lease (including without limitation Article 10 thereof), and in accordance with Tenant's Plans as approved by Landlord in accordance with Section 5.2 of the Lease governing the performance of the Initial Improvements, which shall apply to Tenant's performance of the TI Work, *mutatis mutandis*. Notwithstanding the foregoing sentence, provided no monetary or material non-monetary Event of Default shall be continuing at the time of any disbursement, Landlord shall contribute up to \$966,000.00 (the "TI Allowance") to the cost of the TI Work (up to fifteen percent (15%) of which may be used for Tenant's costs for architectural, engineering, permits and filing fees directly related to the TI Work), which Landlord shall pay to Tenant in accordance with Section 5.3 of the Lease governing the distribution of Landlord's Contribution, which shall apply to the TI Allowance, *mutatis mutandis*. If Tenant does not submit payment requests totaling the entire amount of the TI Allowance within eighteen (18) months after the Third Amendment Premises Commencement Date, any unused amount shall accrue to the sole benefit of Landlord, and Tenant shall not be entitled to any credit towards Rent, abatement, offset or other concession in connection therewith. For the avoidance of doubt, the TI Allowance set forth in this Section 2.4(b) is separate from, and in addition to, the "TI Allowance" set forth in Section 3.4(b) of the First Amendment in respect of the Original 25th Floor Premises ("First Amendment TI Allowance") and Section 2.4(b) of the Second Amendment in respect of the Additional 25<sup>th</sup> Floor Premises ("Second Amendment TI Allowance"). Tenant acknowledges that the First Amendment TI Allowance and the Second Amendment TI Allowance have already been paid in full by Landlord in accordance with the terms and provisions of the First Amendment and Second Amendment, respectively.

2.5 **Completion Date.** Tenant hereby waives any right to rescind the Lease or this Amendment under Section 223-a of the New York Real Property Law or any successor statute of similar import then in force and further waives the right to recover any damages which may result from Landlord's failure to deliver possession of the Third Amendment Premises on the date set forth herein and/or any other date for the commencement of the Term of the Lease as amended hereby with respect thereto. If Landlord shall be unable to give possession of the Third Amendment Premises on any particular date, and provided that Tenant is not responsible for such inability to give possession, the Rent reserved and covenanted to be paid herein with respect to the Third Amendment Premises shall not, with respect to the Third Amendment Premises only, commence until the Third Amendment Premises Rent Commencement Date, and no such failure to give

possession on any particular date shall in any wise affect the validity of this Amendment or the obligations of Tenant hereunder or give rise to any claim for damages by Tenant or claim for rescission of the Lease and/or this Amendment, nor shall same be construed in any wise to extend the Term. Tenant shall not enter into possession of the Third Amendment Premises prior to the Third Amendment Premises Commencement Date without Landlord's permission, which may be granted or withheld in Landlord's sole discretion.

3. **Existing Premises.** Until the Third Amendment Premises Commencement Date, Tenant shall continue to lease the Existing Premises on all of the terms, covenants and conditions of the Lease. Subsequent to the Third Amendment Premises Commencement Date, Tenant shall continue to pay Base Rent, Additional Rent and other charges for the Existing Premises at the rates set forth in the Lease.

4. **Basic Lease Definitions.** As of the Third Amendment Premises Commencement Date, the following additional definitions and terms shall be amended or added, as applicable, in Section 1.1 of the Lease:

(e) **"Area of the Premises"** means, for the purposes of this Lease, (1) until the Third Amendment Premises Commencement Date, approximately 44,270 RSF, which represents the sum of 25,261 RSF in respect of the Original Premises, plus 16,587 RSF in respect of the Original 25th Floor Premises, plus 2,422 RSF in respect of the Additional 25<sup>th</sup> Floor Premises and (2) after the Third Amendment Premises Commencement Date, approximately 56,345 RSF, which represents the sum of 44,270 RSF in respect of the Existing Premises and 12,075 RSF in respect of the Third Amendment Premises.

(i) **"Base Rent"** for the Third Amendment Premises only means the Rent payable pursuant to Section 4.1, which shall be as follows:

(1) \$881,475.00 *per annum*, payable at the rate of \$73,456.25 per month, for the period from the Third Amendment Premises Commencement Date through April 14, 2023; and

(2) \$953,925.00 *per annum*, payable at the rate of \$79,493.75 per month, for the period from April 15, 2023 through the Expiration Date.

(k) **"Tenant's Expense Share,"** for the Third Amendment Premises only, means 1.0731%.

(l) **"Tenant's Tax Share,"** for the Third Amendment Premises only, means 1.0481%.

(m) **"Base Expense Year,"** for the Third Amendment Premises only, means the Operating Expenses payable in respect of the Fiscal Year ending December 31, 2020.

(n) “Base Tax Year,” for the Third Amendment Premises only, means the simple average of Taxes payable with respect to the July 1, 2019 - June 30, 2020 and July 1, 2020 — June 30, 2021 New York City fiscal tax years.

(p) “Security Deposit” means \$1,705,906.67, subject to the provisions of Article 23 of the Lease.

(u) “Broker” means CBRE, Inc., on behalf of Landlord and Tenant, respectively.”

5. **Rent; Operating Expenses and Taxes.** For the period commencing on the Third Amendment Premises Commencement Date and ending on the Expiration Date, Tenant shall pay Base Rent, Tenant’s Expense Share of Operating Expenses and Tenant’s Tax Share of Taxes applicable to the Third Amendment Premises in accordance with the terms of the Lease.

6. **Rent Abatement.** Notwithstanding anything to the contrary contained in Section 5 above, provided that the Lease shall then be in full force and effect and no monetary or material non-monetary Event of Default shall be continuing, Tenant shall be entitled to an abatement of Base Rent in respect of the Third Amendment Premises only in the amount of \$73,456.25 per month from the Third Amendment Premises Commencement Date through the date immediately preceding the date that is ten (10) months after the Third Amendment Premises Commencement Date (such date, the “Third Amendment Premises Rent Commencement Date,” and such period of abated Base Rent for the Third Amendment Premises, the “Third Amendment Premises Base Rent Abatement Period”). The amount of Base Rent abated in accordance with this Section 6 (the “Third Amendment Premises Abated Base Rent”) does not include charges for electric and/or any other Additional Rent; as such, during the Third Amendment Premises Base Rent Abatement Period, only Base Rent to the extent set forth above shall be abated, and the electric charges as well as all Additional Rent and other costs and charges payable under the Lease shall remain due and payable pursuant to the terms hereof; provided, however, that notwithstanding the foregoing, if the Third Amendment Premises Base Rent Abatement Period extends into the calendar year 2021 (i.e., the calendar year following the Base Expense Year and Base Tax Year), then for such portion of the Third Amendment Premises Base Rent Abatement Period extending into 2021, in addition to Base Rent, Tenant’s Tax Payment and Tenant’s Expenses Share of the Operating Expenses Excess shall also be abated. Notwithstanding the foregoing, if Tenant cures any such Event of Default after the applicable notice and cure period set forth in Section 21.1 of the Lease and if such cure is accepted by Landlord, then Tenant shall again be entitled to the Third Amendment Premises Abated Base Rent to the extent the same accrued but was not applied before such cure is effected by Tenant (i.e., was suspended) as well as any portion thereof accruing after such cure is effected by Tenant.

7. **Electricity.** Landlord shall furnish electricity to the Third Amendment Premises and Tenant shall pay for such electricity in accordance with the terms of Article 8 of the Lease in all respects. The foregoing notwithstanding, if applicable, commencing on the Third Amendment Premises Commencement Date and through such time as the submeter(s) is (are) installed for the Third Amendment Premises and operable, Tenant shall pay an electrical consumption charge of \$1.00 per rentable square foot *per annum*.

8. **Freight Elevator.** Tenant shall be permitted to use the Building's freight elevator for up to forty (40) overtime hours (i.e., not including use during normal operating hours under Section 7.2(b) of the Lease) in the aggregate, without charge, in connection with Tenant's construction and initial move into the Third Amendment Premises, provided that such usage shall, in each case, be subject to Section 7.2(b) of the Lease concerning union rules and the rules and regulations of the Building regarding minimum blocks of overtime freight elevator use.

9. **Right of First Offer.** Tenant's right of first offer contained in Section 29 (as amended by Section 11 of the First Amendment and Section 8 of the Second Amendment) is hereby ratified and shall continue as to the "ROFO Space," as such term is defined in Section 29.1 of the Lease and modified by the Second Amendment and Exhibit C attached thereto, and made a part hereof. All other terms, covenants and conditions of Article 29 of the Lease (as amended by Section 11 of the First Amendment and Section 8 of the Second Amendment) shall remain the same. Notwithstanding the foregoing, and for the avoidance of doubt, the foregoing right of first offer shall in no way apply to any remaining portion of the rentable area of the twenty-fourth (24th) floor of the Building.

10. **Option to Extend.** Tenant's option to extend the Term of the Lease contained in Article 28 of the Lease (as amended by Section 12 of the First Amendment) is hereby ratified and confirmed. For the avoidance of doubt, Tenant's option to extend the Term shall apply to the entire Premises only (and not as to a portion).

11. **Security Deposit.**

11.1 Landlord acknowledges that it is currently holding a Letter of Credit in the amount of \$1,338,625.40 (the "Existing LC"). Simultaneously herewith, Tenant shall deliver an amendment to the Existing LC effectively increasing the Security Deposit to \$1,705,906.67 (the "Amended LC") to Landlord.

11.2 Effective as of the date of this Amendment, Section 23.1.3 of the Lease shall be amended and restated in its entirety as follows:

On June 1, 2021 and upon the condition that (i) an Event of Default shall not then exist and be continuing, (ii) no Event of Default shall have occurred during the Term, (iii) Tenant shall never have been late in the payment of any Base Rent or Additional Rent beyond the applicable notice and grace period provided herein, if any, and (iv) Tenant shall then have a market capitalization, as reported by NASDAQ and as certified by Tenant's chief financial officer, equal to or in excess of \$250,000,000.00, then the Security Deposit shall be reduced to \$1,364,725.33. In such event, Tenant shall provide a replacement Letter of Credit complying with this Section in the amount of \$1,364,725.33 to Landlord (in which case Landlord shall, simultaneously with Tenant's delivery of such replacement Letter of Credit, return the original Letter of Credit to Tenant) or Tenant shall deliver an amendment to the Letter of Credit, pursuant to which the amount of the Letter of Credit shall be reduced to 1,364,725.33; and Landlord agrees that Landlord shall execute any such amendment and any other documentation reasonably required in connection therewith by the Issuing Bank,

all at no cost, expense or additional liability to Landlord. In the instance of such reduction, Landlord agrees to reasonably comply with requests from Tenant or the Issuing Bank in obtaining a replacement Letter of Credit, at no cost or expense to Landlord, which replacement Letter of credit shall comply with this Article 23. If, at any time after the Security Deposit shall be reduced as provided above, (x) an Event of Default shall occur or (y) Tenant's market capitalization, determined as provided above, shall fall below \$250,000,000, then, subject to the following cure right in the case of clause (y) only, Landlord shall have the right to demand that the Security Deposit be immediately restored to its original full amount subsequent as of the Second Amendment to Lease (*i.e.*, \$1,705,906.67) for the balance of the Term as if such reduction shall have never occurred, and Tenant shall so comply; provided, however, that, in the event Landlord shall have demanded that the Security Deposit be restored to its original full amount as a result of Tenant's non-compliance with clause (y) only (and not as a result of Tenant's non-compliance with clause (x)), then Tenant shall have the right to again seek a reduction of the Letter of Credit (as so restored) to \$1,364,725.33 on the condition that Tenant's market capitalization, determined as provided above, shall equal or exceed \$250,000,000 and remain at or above such level for at least ninety (90) consecutive days, subject, nevertheless, to Landlord's continuing right to demand restoration of the Security Deposit to its original full amount in accordance with the immediately preceding sentence.

12. **Brokers.** Landlord and Tenant represent that no broker or agent other than CBRE, Inc., as both Tenant's agent and Landlord's agent (collectively, the "**Broker**"), participated with Landlord and Tenant in or was a procuring cause of this transaction. Landlord and Tenant acknowledge that the payment for brokerage fees due and payable as a result of Landlord and Tenant executing this Amendment shall be the sole cost and responsibility of the Landlord pursuant to Landlord's separate agreement(s) with the Broker. Landlord and Tenant agree to indemnify and hold each other harmless from and against any claim, loss and/or demand of any other broker or agent who claims that he, she or it participated with Landlord and/or Tenant, as applicable, in this transaction.

13. **Supplemental AC.** Subject to the terms of this Article and Articles 10 and 30 of the Original Lease, in addition to the Supplemental HVAC Units under Article 30 of the Original Lease, Tenant shall be permitted to install in the Premises, at Tenant's cost, up to two (2) additional supplemental air conditioning units (the "**Additional Supplemental AC Unit(s)**"), which shall be connected to the Building condenser water loop, for use in the Third Amendment Premises in accordance in all respects with Article 30 of the Lease. As of the Effective Date, Landlord agrees to reserve seven (7) tons of condenser water for Tenant's use in connection with the Additional Supplemental AC Unit(s). Within ninety (90) days after the Third Amendment Premises Commencement Date, Tenant shall have the one (1) time right to advise Landlord of the amount of condenser water Tenant requires (up to seven (7) tons) for the Additional Supplemental AC and if Tenant shall not require all seven (7) tons of condenser water, Landlord shall thereafter be entitled to use any excess tonnage as Landlord sees fit, and the cost payable by Tenant under Article 30 of the Lease for reserved condenser water shall be adjusted accordingly. Tenant's use of the Additional Supplemental AC Units and such condenser water shall be subject to all the terms and conditions of Article 30 of the Original Lease, including the hook-up and per annum charge for use of such Building condenser water. Upon expiration or earlier termination of the Lease, Tenant



shall, at Tenant's cost, de-register the Supplemental AC Unit(s) with the FDNY (if the same is required by Law) and remove the Supplemental AC Unit(s), and such removal shall be subject to the provisions of Article 10 of the Lease.

14. **Notices.** The Lease is amended to provide that all notices to Landlord under the Lease are sent to Landlord at its address set forth above, Attn: Building Management, with copies to (i) 1411 IC-SIC Property LLC, c/o Ivanhoe Cambridge, IC US Capital Properties LLC, 3 Bryant Park, 24th Floor, New York, New York 10036, Attn: Michael W. McMahon, Senior Vice President — Asset Management, (ii) 1411 IC-SIC Property LLC, c/o Ivanhoe Cambridge, IC US Capital Properties LLC, 10 S. Riverside Plaza, Suite 2050, Chicago, Illinois 60606, Attention: Bansari Shah, General Counsel, and (iii) Tarter Krinsky & Drogin LLP, 1350 Broadway, 11th Floor, New York, NY 10018, Attn: Alan M. Tarter, Esq. and Arthur Zagorsky, Esq.

15. **Counterparts.** This Amendment may be executed in two (2) or more counterparts, each of which shall be deemed an original, but all of which counterparts together shall be deemed to be one and the same instrument. In any action or proceeding, any photographic, photostatic, or other copy of this Amendment may be introduced into evidence without foundation. This Amendment shall not be binding in any respect upon Landlord or Tenant until duplicate counterparts hereof are executed and exchanged by Landlord and Tenant. Executed copies of this Amendment may be delivered by electronic mail (e-mail), which shall be deemed effective to constitute delivery.

16. **Affirmation; Ratification of Lease; Inconsistencies.** Except as expressly amended hereby, the Lease and all covenants, agreements, terms and conditions thereof shall continue in full force and effect, and Landlord and Tenant hereby affirm and ratify all terms and conditions of the Lease. The provisions set forth herein will be deemed to be part of the Lease and shall supersede any contrary provisions in the Lease.

17. **Entire Agreement.** This Amendment embodies the entire understanding between Landlord and Tenant with respect to the modifications set forth herein. This Amendment may not be changed orally, but only by a writing signed by the party against whom enforcement thereof is sought.

18. **Successors and Assigns.** The covenants, agreements, terms and conditions contained in this Amendment shall bind and inure to the benefit of the parties hereto and their respective successors and, except as otherwise provided in the Lease, their respective assigns.

[Signatures appear on the following page]

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IN WITNESS WHEREOF, the parties hereto have caused this Third Amendment to Lease to be executed as of the day and year first above written.

**LANDLORD:**

**1411 IC-SIC PROPERTY LLC,**  
a Delaware limited liability company

By: 1411 IC-SIC Holdings LLC,  
its sole member

By: IC 1411 Broadway Manager LLC,  
its managing member

By: IC US Capital Properties LLC,  
its non-member manager

By: /s/ Michael W. McMahon  
Name: Michael W. McMahon  
Title: SVP — Asset Management

**TENANT:**

**CRA INTERNATIONAL, INC.,**  
a Massachusetts corporation

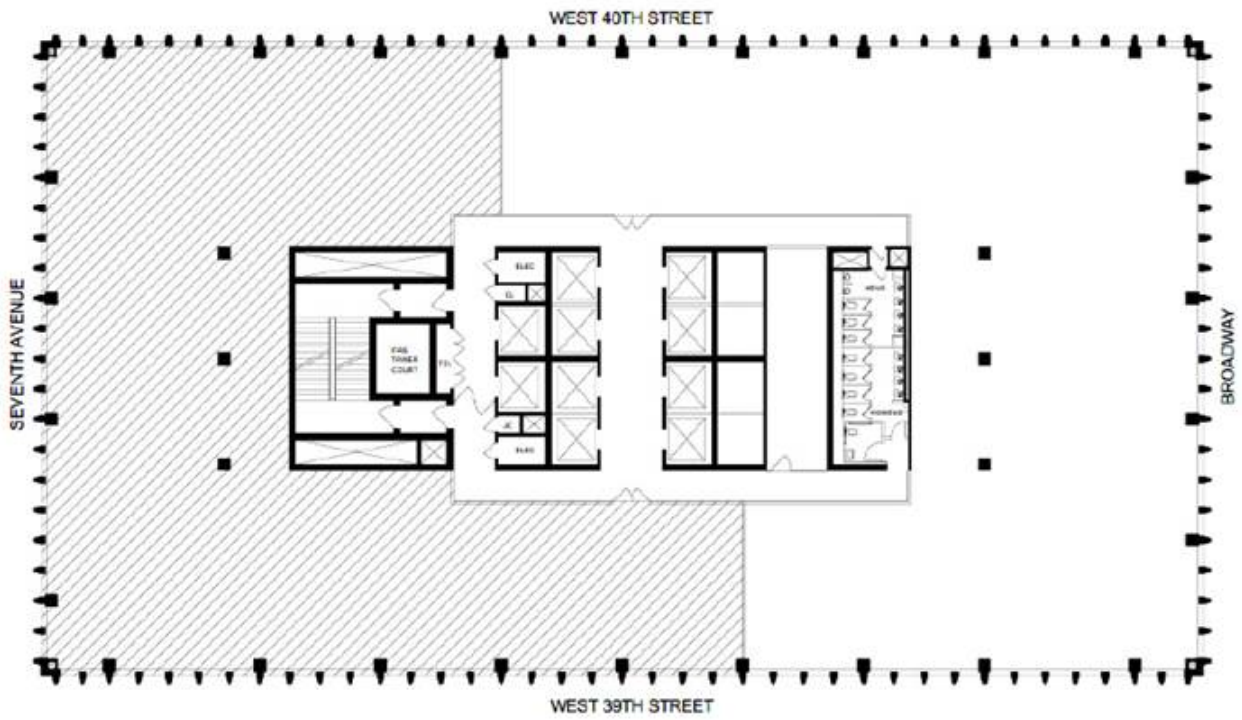
By: /s/ Chad M. Holmes  
Name: Chad M. Holmes  
Title: CFO

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Exhibit A

Third Amendment Premises



1411 Broadway



1411 IC-810 Property LLC  
1411 Broadway NY, NY 10018 (212) 840-7220



Floor 24

Prepared by PlanData Systems Corp.

August 15, 2010

0 5 10 20 30 40 50

EVERETT COLLECTION

## Exhibit B-1

### Landlord's Work

- The Third Amendment Premises will be delivered "as-is"; demolished and in broom clean condition;
- Landlord will provide Class-E availability of connection points for Tenant's strobes and related Class-E connections. (Landlord, at Tenant's expense, shall provide all points, tie-ins and software reprogramming; and Tenant will determine its requirements relative to the existing Class-E system.) All fire and safety systems, including alarms, speakers and communications will be in full service and available in the Third Amendment Premises;
- The HVAC system serving the Third Amendment Premises shall be delivered in good working order;
- Floors will be delivered "as-is" reasonably smooth to accept Tenant's flooring;
- Landlord will bring all Building Systems to the Third Amendment Premises for Tenant's tie-in and such systems will be fully operational;
- Provide code compliant demising walls for the Third Amendment Premises and the common corridor.
- Landlord will deliver to Tenant a form ACP-5 in connection with Tenant's initial improvements to the Third Amendment Premises to prepare the Third Amendment Premises for Tenant's occupancy within ten (10) days after Landlord's approval of Tenant's plans for such improvements.
- Landlord to provide code compliant fire proofing of any exposed structural steel.
- Core walls and columns shall be delivered in their "as-is" condition.
- Landlord to deliver the main HVAC trunk duct complete with smoke and fire dampers for the Third Amendment Premises tied into the Building's life safety systems.
- Landlord to deliver the temporary sprinkler loop for the Third Amendment Premises in its "as-is" condition. Tenant shall modify such temporary sprinkler loop within the Third Amendment Premises such that it is compliant with all applicable Laws.

- Landlord to separately demise the Third Amendment Premises from the common 24<sup>th</sup> floor corridor.

**Exhibit B-2**

Landlord's Additional Work

- Install submeter(s);
- Complete corridor side of demising wall with the same or substantially similar materials and finishes as on the 25th floor.

**CERTIFICATION**

I, Paul A. Maleh, certify that:

1. I have reviewed this quarterly report on Form 10-Q of CRA International, Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of the financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to affect adversely the registrant's ability to record, process, summarize and report financial information; and
  - b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: October 31, 2019

By: /s/ PAUL A. MALEH

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Paul A. Maleh  
President and Chief Executive Officer

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QuickLinks

[Exhibit 31.1](#)

[CERTIFICATION](#)

**CERTIFICATION**

I, Chad M. Holmes, certify that:

1. I have reviewed this quarterly report on Form 10-Q of CRA International, Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of the financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to affect adversely the registrant's ability to record, process, summarize and report financial information; and
  - b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: October 31, 2019

By: /s/ CHAD M. HOLMES

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Chad M. Holmes  
Chief Financial Officer, Executive Vice President and  
Treasurer

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QuickLinks

[Exhibit 31.2](#)

[CERTIFICATION](#)

**CERTIFICATION PURSUANT TO  
18 U.S.C. §1350,  
AS ADOPTED PURSUANT TO  
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002**

In connection with the Quarterly Report on Form 10-Q of CRA International, Inc. (the "Company") for the quarter ended September 28, 2019 as filed with the Securities and Exchange Commission on the date hereof (the "Report"), each of the undersigned President and Chief Executive Officer and Executive Vice President, Treasurer, and Chief Financial Officer of the Company, certifies, to the best knowledge and belief of the signatory, pursuant to 18 U.S.C. §1350, as adopted pursuant to Section 906 of the Sarbanes- Oxley Act of 2002, that:

- (1) The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
- (2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

/s/ PAUL A. MALEH

/s/ CHAD M. HOLMES

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Paul A. Maleh  
President and Chief Executive Officer  
Date: October 31, 2019

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Chad M. Holmes  
Chief Financial Officer, Executive Vice President  
and Treasurer  
Date: October 31, 2019

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QuickLinks

[Exhibit 32.1](#)

[CERTIFICATION PURSUANT TO 18 U.S.C. § 1350, AS ADOPTED PURSUANT TO SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002](#)