

SOKOLOFF & CO. VALUATION RANKINGS OF PUBLIC BPO COMPANIES

Third Quarter 2003 Reports and December 10, 2003 Prices

Sokoloff & Company compiles a quarterly review of selected public BPO companies (and companies that dedicate a significant portion of their business to BPO) and compares how each is valued by the public marketplace. Comparative values for each company are expressed as: **P/S**, Price/Sales, which is total market capitalization divided by revenues; **P/E**, Price to Earnings (market cap divided by earnings) and; Enterprise Value Multiple (**EVM**). EVM is obtained by dividing EBITDA (Earnings Before Interest, Taxes, Depreciation and Amortization) into the sum of the company's market capitalization, plus any debt or preferred stock and minus cash on hand. Companies with negative EBITDA and/or negative Earnings are listed as ---. All multiples are based on trailing twelve months (TTM) numbers through the most recently reported quarter.

Note: The 3rd Q 03 percentage column is the increase (or decrease) from 3rd Q 02. Where fiscal year has differed from calendar year, the most recently reported information is used.

This information is provided strictly for informational purposes to BPO industry senior executives. Sokoloff & Co. makes no representations as to its accuracy. Sokoloff & Co. does not advise public investors; therefore this information should not be used for investing purposes.

Rank*	Company	Symbol	Stock		Market Cap (000s)	2002 Revenue (000s)	TTM Revenue (000s)	3rd Q 03 Revenue (000s)	3rd Q 03 Incr/decr	P/S	P/E	EVM
			Price 12/10/2003	52 Week Range								
1	DIGITAL RIVER	DRIV	22.999	8.83 - 34.30	718,300	75,426	95,606	26,748	41.7%	7.51	34.28	NA
2	KEYNOTE SYSTEMS	KEYN	11.68	7.52 - 12.97	218,800	37,940	38,416	9,514	1.0%	5.70	132.11	NA
3	SYNTEL INC	SYNT	24.06	13.02 - 30.499	961,900	161,507	171,489	44,105	4.7%	5.61	25.35	15.18
4	LIONBRIDGE TECH	LIOX	9.48	1.70 - 11.40	437,200	118,319	129,858	36,701	8.2%	3.37	56.94	37.83
5	NAVISITE INC	NAVI	8.01	0.85 - 10.48	197,800	59,421	62,755	18,600	90.0%	3.15	N/A	NA
6	ENTRUST INC	ENTU	4.23	2.25 - 5.70	268,700	102,747	88,892	20,038	-16.5%	3.02	N/A	NA
7	STARTEK INC	SRT	40.09	21.51 - 40.36	573,000	207,864	223,610	60,002	15.2%	2.56	26.43	12.54
8	ASPECT COMMS	ASPT	12.94	2.09 - 15.34	725,900	396,061	363,406	92,629	-4.0%	2.00	40.18	7.31
9	CHARLES RIVER	CRAI	31.11	13.04 - 35.55	318,000	130,690	160,885	49,410	17.6%	1.98	27.37	12.01
10	ACCENTURE LTD	ACN	24.86	13.45 - 26.31	23,239,000	11,574,269	11,817,999	3,462,341	12.2%	1.97	22.54	11.97
11	DST	DST	39.3	24.02 - 40.70	4,548,000	2,383,800	2,411,100	569,700	-1.4%	1.89	22.1	10.98
12	CORIO INC	CRIO	2.06	0.63 - 3.74	126,700	56,144	69,363	15,540	16.1%	1.83	N/A	NA
13	AFFL COMPUTER	ACS	51.35	40.01 - 56.56	6,740,000	3,062,918	3,787,206	1,014,178	18.4%	1.78	19.42	10.70
14	PROQUEST CO	PQE	28.43	14.40 - 31.71	806,000	428,324	453,908	116,700	9.7%	1.78	16.02	6.91
15	WEST CORP	WSTC	24.02	13.17 - 28.55	1,614,000	820,665	932,983	263,551	32.1%	1.73	18.43	4.32
16	GSI COMMERCE	GSI	9	1.55 - 13.05	366,700	172,638	222,031	47,483	46.9%	1.65	N/A	NA
17	EXULT INC	EXLT	6.7	2.75 - 10.83	725,000	420,369	489,297	102,865	-21.5%	1.48	40.65	NA
18	CONVERGYS CORP	CVG	14.9	11.30 - 20.80	2,599,000	2,286,200	2,249,600	570,700	1.7%	1.16	12.42	5.85
19	CGI GROUP	GIB	5.89	4.18 - 6.36	2,368,000	1,659,506	2,080,256	530,988	21.4%	1.14	N/A	7.76
20	PEROT SYSTEMS	PER	13.2	8.99 - 14.45	1,467,000	1,332,145	1,398,106	371,300	8.4%	1.05	24.81	NA
21	CSG SYST INTL	CSGS	11.425	8.15 - 17.29	598,000	610,932	584,609	145,111	-6.7%	1.02	12.84	4.90
22	UNISYS CORP	UIS	16	8.25 - 16.85	5,287,000	5,607,400	5,605,900	1,449,700	8.8%	0.94	21.68	8.68
23	SOURCECORP	SRCP	23.7	13.50 - 27.79	381,400	429,380	425,065	100,926	-6.1%	0.90	14.04	7.25
24	NCO GROUP	NCOG	20.93	12.55 - 26.18	543,800	703,450	742,533	188,619	12.2%	0.73	14.03	6.46
25	COVANSYS CORP	CVNS	9.17	2.15 - 10.92	245,600	383,053	385,508	94,355	-5.0%	0.64	35.54	3.29
26	ICT GROUP INC	ICTG	13.48	6.51 - 16.52	168,000	298,926	299,069	73,320	-1.1%	0.56	98.07	9.36
27	FRST CONSULTING	FCGI	5.2	4.30 - 7.00	134,900	282,733	291,365	65,849	-5.4%	0.46	N/A	15.88
28	NATL TECH SYS	NTSC	5.39	2.02 - 6.48	46,500	85,121	105,903	25,591	20.8%	0.44	N/A	7.63
29	SPHERION CORP	SFNC	9.01	3.80 - 9.45	538,100	2,116,067	2,040,997	528,008	-0.1%	0.26	N/A	NA
30	PFSWEB INC	PFSW	1.45	0.34 - 3.25	30,400	93,317	272,767	68,360	NA	0.11	N/A	20.05
Total			500.06					10,162,932				
								Average	11.0%	1.95	34.06	10.80
								Median	8.3%	1.65	23.68	8.68

Industry Indexes Performance in 2003 (Jan 1 - Dec 8)

