DHI Group, Inc.
Supplemental Data - eFinancialCareers
(Unaudited)
(in thousands)

	Q1 2020	Q2 2020	Q3 2020	Q4 2020	FY 2020	Q1 2021	Q2 2021
Revenues	$ 7,248	$ 6,188	$ 6,101	$ 6,174	$ 25,711	$ 5,957	$ 6,173
Operating expenses							
Cost of revenues	692	660	701	709	2,762	608	781
Product development	424	373	331	454	1,582	582	655
Sales & marketing	2,990	2,733	2,650	2,790	11,163	2,274	2,119
General & administrative	1,336	1,178	1,083	1,044	4,641	1,346	1,684
Depreciation	486	446	417	411	1,760	465	309
Impairment of goodwill	—	—	1,018	—	1,018	—	—
Total operating expenses	5,928	5,390	6,200	5,408	22,926	5,275	5,548
Operating income (loss)	$ 1,320	$ 798	$ (99)	$ 766	$ 2,785	$ 682	$ 625
Adjusted EBITDA[1]	$1,962	$1,671	$1,635	$2,022	$7,290	$1,656	$1,937
Deferred revenue at period end	$8,502	$6,819	$6,326	$6,912	$6,912	$7,965	$6,912

1. Notes regarding the use of Non-GAAP financial measures and GAAP to Non-GAAP Reconciliation at end of document

DHI Group, Inc.
Supplemental Data - eFinancialCareers
(Unaudited)
(in thousands)

	Q1 2020	Q2 2020	Q3 2020	Q4 2020	FY 2020	Q1 2021	Q2 2021
Operating income (loss)	$ 1,320	$ 798	$ (99)	$ 766	$ 2,785	$ 682	$ 625
Depreciation	486	446	417	411	1,760	465	309
Non-cash stock based compensation	138	140	138	148	564	154	468
Impairment of goodwill	—	—	1,018	—	1,018	—	—
Severance and related costs	18	286	162	624	1,090	354	535
Other	—	1	(1)	73	73	1	—
Adjusted EBITDA	$ 1,962	$ 1,671	$ 1,635	$ 2,022	$ 7,290	$ 1,656	$ 1,937

Adjusted EBITDA

Adjusted EBITDA are non-GAAP metrics used by management to measure operating performance. Management uses Adjusted EBITDA as a performance measure for internal monitoring and planning, including preparation of annual budgets, analyzing investment decisions and evaluating profitability and performance comparisons between us and our competitors. The Company also uses this measure to calculate amounts of performance based compensation under the senior management incentive bonus program. Adjusted EBITDA represents net income plus (to the extent deducted in calculating such net income) interest expense, income tax expense, depreciation and amortization, non-cash stock based compensation, losses resulting from certain dispositions outside the ordinary course of business including prior negative operating results of those divested businesses, certain writeoffs in connection with indebtedness, impairment charges with respect to long-lived assets, expenses incurred in connection with an equity offering or any other offering of securities by the Company, extraordinary or non-recurring non-cash expenses or losses, transaction costs in connection with the credit agreement, deferred revenues written off in connection with acquisition purchase accounting adjustments, writeoff of non-cash stock based compensation expense, severance and retention costs related to dispositions and reorganizations of the Company, losses related to legal claims and fees that are unusual in nature or infrequent, minus (to the extent included in calculating such net income) non-cash income or gains, interest income, business interruption insurance proceeds, and any income or gain resulting from certain dispositions outside the ordinary course of business, including prior positive operating results of those divested businesses, and gains related to legal claims that are unusual in nature or infrequent.

We also consider Adjusted EBITDA, as defined above, to be an important indicator to investors because it provides information related to our ability to provide cash flows to meet future debt service, capital expenditures and working capital requirements and to fund future growth. We present Adjusted EBITDA as a supplemental performance measure because we believe that this measure provides our board of directors, management and investors with additional information to measure our performance, provide comparisons from period to period and company to company by excluding potential differences caused by variations in capital structures (affecting interest expense) and tax positions (such as the impact on periods or companies of changes in effective tax rates or net operating losses), and to estimate our value.

Adjusted EBITDA is not measurements of our financial performance under GAAP and should not be considered as an alternative to revenue, net income, operating income, cash provided by operating activities, or any other performance measures derived in accordance with GAAP as a measure of our profitability.