fiverr.

May 2021

# Company presentation.











### **Disclaimer**

You must read the following before continuing. The following applies to this presentation, the oral presentation of this information in this document by Fiverr International Ltd. ("Fiverr" or the "Company") or any person on behalf of the Company, and any question-and-answer session that follows any oral presentation. In accessing this presentation, you agree to be bound by the following terms and conditions. This presentation may not be reproduced, redistributed, published or passed on to any other person, directly or indirectly, in whole or in part, for any purpose. The presentation is not directed to, or intended for distribution to or use by, any person or entity that is a citizen or resident of, or located in, any locality, state, country or jurisdiction where such distribution or use would be contrary to law or regulation or which would require any registration or licensing within such jurisdiction. This presentation does not constitute or form part of, and should not be construed as an offer or the solicitation of an offer to subscribe for or purchase securities of the Company, and nothing contained therein shall form the basis or be relied on in connection with any contract or commitment whatsoever. Sales and offers to sell securities will only be made in accordance with the U.S. Securities Act of 1933, as amended, and applicable SEC regulations, including the written prospectus requirements.

This presentation contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements contained in this presentation that do not relate to matters of historical fact should be considered forward-looking statements, including, without limitation, statements regarding our future results of operations and financial position, industry dynamics, business strategy and plans and our objectives for future operations, as well as statements that include the words "expect," "intend," "plan," "believe," "project," "forecast," "estimate," "may," "should," "anticipate" and similar statements of a future or forward-looking nature. These forward-looking statements are based on management's current expectations. These statements are neither promises nor guarantees, but involve known and unknown risks, uncertainties and other important factors that may cause actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements, including, but not limited to: our ability to successfully implement our business plan during a global economic downturn caused by the COVID-19 pandemic that may impact the demand for our services or have a material adverse impact on our and our business partners' financial condition and results of operations; our ability to attract and retain a large community of buyers and freelancers; our ability to achieve profitability; our ability to maintain and enhance our brand; our dependence on the continued growth and expansion of the market for freelancers and the services they offer; our ability to maintain user engagement on our website and to maintain and improve the quality of our platform; our dependence on the interoperability of our platform with mobile operating systems that we do not control; our ability and the ability of third parties to protect our users' personal or other data from a security breach and to comply with laws and regulations relating to consumer data privacy and data protection; our ability to detect errors, defects or disruptions in our platform; our ability to comply with the terms of underlying licenses of open source software components on our platform; our ability to expand into markets outside the United States; our ability to achieve desired operating margins; our compliance with a wide variety of U.S. and international laws and regulations; our ability to protect our intellectual property rights and to successfully halt the operations of copycat websites or misappropriation of data; our reliance on Amazon Web Services; our ability to mitigate payment and fraud risks; our dependence on relationships with payment partners, banks and disbursement partners; our dependence on our senior management and our ability to attract new talent; and the other important factors discussed under the caption "Risk Factors" in our annual report on form 20-F filed with the U.S. Securities and Exchange Commission ("SEC") on February 18, 2021, as such factors may be updated from time to time in our other filings with the SEC, which are accessible on the SEC's website at www.sec.gov. In addition, we operate in a very competitive and rapidly changing environment. New risks emerge from time to time. It is not possible for our management to predict all risks, nor can we assess the impact of all factors on its business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained in any forward-looking statements that we may make. In light of these risks, uncertainties and assumptions, the forward-looking events and circumstances discussed in this presentation are inherently uncertain and may not occur, and actual results could differ materially and adversely from those anticipated or implied in the forward-looking statements. Accordingly, you should not rely upon forward-looking statements as predictions of future events. In addition, the forward-looking statements made in this presentation relate only to events or information as of the date on which the statements are made in this presentation. Except as required by law, we undertake no obligation to update or revise publicly any forward-looking statements, whether as a result of new information, future events or otherwise, after the date on which the statements are made or to reflect the occurrence of unanticipated events.

Unless otherwise indicated, information contained in this presentation concerning our industry, competitive position and the markets in which we operate is based on information from independent industry and research organizations, other third-party sources and management estimates. Management estimates are derived from publicly available information released by independent industry analysts and other third-party sources, as well as data from our internal research, and are based on assumptions made by us upon reviewing such data, and our experience in, and knowledge of, such industry and markets, which we believe to be reasonable. In addition, projections, assumptions and estimates of the future performance of the industry in which we operate and our future performance are necessarily subject to uncertainty and risk due to a variety of factors, including those described above. These and other factors could cause results to differ materially from those expressed in the estimates made by independent parties and by us.

This presentation, and the accompanying oral presentation, include certain financial measures and key performance measures, not presented in accordance with the generally accepted accounting principles in the United States ("GAAP"), including non-GAAP gross profit, non-GAAP Gross Margin, Adjusted EBITDA, Adjusted EBITDA margin, and Non-GAAP operating expense, active buyers, spend per buyer and take rate. These financial measures are not measures of financial performance in accordance with GAAP and may exclude items that are significant in understanding and assessing the Company's financial results. Therefore, these measures should not be considered in isolation or as an alternative to net loss or other measures of profitability, liquidity or performance under GAAP. You should be aware that the Company's presentation of these measures may not be comparable to similarly titled measures used by other companies, which may be defined and calculated differently. See the appendix for a reconciliation of these non-GAAP measures to the most directly comparable GAAP measure.

We are not able to provide a reconciliation of non-GAAP financial measures guidance for the second quarter of 2021, and the fiscal year ending December 31, 2021 to the comparable GAAP measures, because certain items that are excluded from non-GAAP financial measures cannot be reasonably predicted or are not in our control. In particular, we are unable to forecast the timing or magnitude of share based compensation, amortization of intangible assets, income or loss on revaluation of contingent consideration, convertible notes amortization of discount and issuance costs and exchange rate income or loss as applicable without unreasonable efforts, and these items could significantly impact, either individually or in the aggregate, GAAP measures in the future.

The trademarks included herein are the property of the owners thereof and are used for reference purposes only. Such use should not be construed as an endorsement of the products or services of the Company.



# Investment highlights.

Large market opportunity with low online penetration

Our unique e-commerce approach creates efficiency and transparency

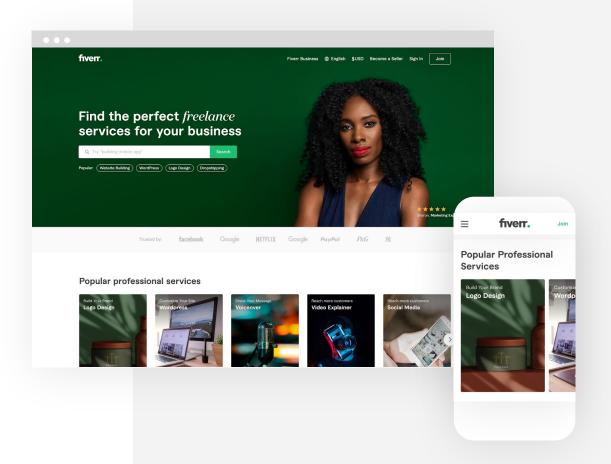
- Powerful business model with high take rate, strong cohort, and marketing efficiency
- 4 Growth and operating leverage



# meet fiverr.

Fiverr is a *global marketplace* that connects freelancers and businesses for *digital services*.

We change how the world works *together*.





Fiverr at a glance

Our mission is to change how the world works together. 2010 Fiverr was founded

Global Offices in NYC, SF,

Orlando, Phoenix, London, Berlin and HQ in Tel Aviv

**PO** June 13, 2019 (NYSE: FVRR)

545 Employees as of

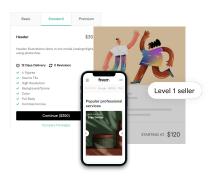
December 31, 2020

**\$68M** Q1'21 revenue, up 100% y/y



#### Product roadmap

We are a technology company at core.







#### 2012-2016

Packages

Leveling system

Mobile App

#### 2017-2019

Learn

Fiverr Pro

And.co

Added FX capabilities

Studios

Fiverr's Choice

Clearvoice

#### 2020

fiver logo maker.

fiverr business.

**Fiverr Business** 

Go the extra with milestones

**Promoted Gigs** 

Non-English sites

Fiverr Automation -

Logo Maker

Milestones

#### 2021

Subscriptions

Working not Working



# Large market opportunity.



The world is changing and the way people work is changing with it.

# Traditional workplace

**Long-term** employment

Work from the office

Local teams

Work offline

Work full time, receive monthly salary

Study young, standard profession

Stability

# Future of work

**Experience building and freelancing** 

Work from anywhere (nomads, co-working)

Global & remote teams

Work digitally, leveraging collaboration tools

Get paid for action and results

Continuous study, gain unique expertise

**Fulfillment** 



### **Large** *market opportunity*.

## \$115B

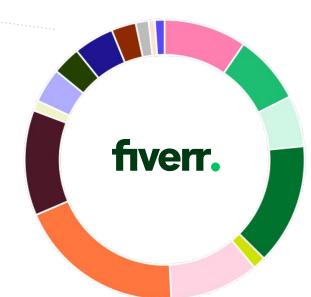
Addressable Market 1,2

\$815B+

Estimated US total freelancer income<sup>1</sup>

Derived based on the latest US Census Bureau Nonemployer
Statistics data, which includes income data of all US businesses
that have no paid employees and are subject to federal income
tax. Most U.S. businesses that have no paid employees but are
subject to federal income tax are self-employed individuals
operating unincorporated businesses. We believe this provides a
good proxy for total freelancer income in the US

Includes occupations most relevant to Fiverr.



- Accouting, tax preparation, bookkeeping, and payroll services
- Advertising public relations, and related services
- Business support services
- Computer systems design and related services
- Data processing, hosting, and related services
- Educational services
- Independent artists, writers and performers
- Information
- Marketing research and public opinion polling
- Motion picture and sound recording industries
- Motion picture and video industries
- Office administrative services
- Other information services
- Scientific research and development services
- Sound recording industries
- Translation and interpretation services



# Freelancing is still an old-school business.

Just like e-commerce in 1994, freelancing activity is gradually migrating to the online world.

The majority of freelancing still happens offline.

Source: Staffing Industry Analysts (SIA), McKinsey, US Census of Bureau



**Online** 

# High friction in *traditional* freelancing business.

Every stage of the process has traditionally been disconnected, with little consistency from person to person.

Buyers		From <b>finding</b> The right talent	To collaboration and support during transaction	To reference and trust	To <b>negotiating</b> the deal
Freelance	ers ·····	From <b>finding</b> customers	To <b>winning</b> jobs	To <b>payment</b> uncertainty	To <b>delivery</b> and <b>payment</b>



# Our unique e-commerce approach.

# Our *e-commerce* approach to freelancing.



#### Service-as-a-Product model

To buy and sell **digital services** as simple as buying on Amazon with a comprehensive SKU-like service catalog.



#### **On-demand**

No hiring process. No long-term commitment. Getting businesses help when they need it.



#### **End-to-end platform**

So **businesses** can focus on meeting deadlines and **freelancers** can focus on doing what they love.



#### **Global community**

Bringing together a **global community of businesses and freelancers** to shape the future of work.



# We are *not* an online staffing company.

### **Staffing company**

Short/long term temporary employment

Bidding, vetting and contract negotiation

Opaque and non-standardized scope, timing and cost

Connection only

### **Fiverr**

Service-as-a-product (SaaP)

Browse, search, click to order

Transparent timing, price and deliverables

End-to-end platform



### Our value to buyers



Transparency and certainty of price, scope of work and quality and speed



Value for money



Access to an expansive catalog of digital services



Access to a diverse pool of freelancers



Trusted brand for customer service

Buyer NPS: **68** 

NPS: Net Promoter Score, as of March 31, 2021



#### Our value to sellers



No bidding / negotiation to win projects



Maximize deal-flow



Flexibility and control



Frictionless payment and business support



Credentialed storefront



Success management and support

Seller NPS: 81

Our two-sided marketplace creates powerful flywheel effects.







Founder and Owner of Semicolon Bookstore
Chicago, Illinois



Web Development



Branding



Press Release



Inventory management

#### 2019 **Today** 2020 Danielle founded Semicolon Using Fiverr, implemented Bookstore Semicolon an inventory management Bookstore experienced a system to support her surge in demand, growing business and moving tens of launched her new website thousands of with an updated brand books a week \$45K Spent on Orders

"Working with Fiverr has catapulted my business to the next level - refreshing the bookstore's brand and website and implementing an inventory management system will allow us to access a smoother backend operational system, which helps drive sales and continued growth."

Fiverr



Alice Everdeen, Seller

Voice Over Artist

Austin, Texas



Voice Over

March 2020	October 2020	Today
Joined Fiverr and quickly built her reputation, earning a Rising Talent badge	Recognized as a Top Rated Seller, completing over 100 orders	Worked with over 500 buyers and plans to continue full-time on Fiverr
100+	\$60K+	500+
Orders	Earned on Fiverr	Buyers

"One of the most memorable projects I've completed on Fiverr was with the marketing team of a Fortune 100 technology company. We created a commercial for a new product that featured a conversation between the company's product and a competitor's product; I played the bubbly part of the company's product, who was super positive and fun!"



Kay Kim & Olivia Claparols, Buyers

Kay is the Co-Founder & Creative Director Olivia is the Senior E-commerce Manager at Rooted







Web Development



**UX** designers

#### June 2020

Joined Fiverr to quickly shift their multi-channel business to digital in response to the COVID-19 pandemic

#### **Today**

Rooted enhanced their website and improved conversion through multiple tech development features found on Fiverr's marketplace

9

Orders

\$10K+

Money spent on Fiverr

"The fact that Fiverr has freelancers on their platform from all over the world is extremely enticing because it just broadens the entire talent pool. One of the greatest things about Fiverr is that while we are sleeping, someone is working because of the time difference."

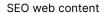


**Bjorn Beam,** Buyer Founder and CEO of Security Squad Madrid, Spain



Wordpress Development







Video Game Development



Articles & Blog Posts



Scriptwriting eBook editing

#### June 2019

Joined Fiverr, and since then bought a wide variety of services for his startup that provides digital educational material

#### March 2020

Today, he's focusing more on product development and expanding content offerings in order to prepare for the day after COVID-19

200+ Orders

Orders completed

100+

Sellers worked with ~\$100K

Money spent on Fiverr

"Thanks to Fiverr, from quarantines in Madrid, I can chat with my game developers in Russia and New Zealand. Our walls may confine us, but our creativity and connectivity liberate us."



Gilad Japhet, Buyer Founder and CEO, My Heritage Tel Aviv, Israel



Video Editing



Animation



Translation



**Content Writing** Voice-over



Market Research

#### 2003

Founded MyHeritage, a global platform providing international historical records, at-home DNA tests and more

#### 2019

Began using Fiverr to enhance MyHeritage's offerings in innovative ways

#### **Today**

Recently created a business account and started onboarding its marketing team

90+

**Projects** completed 20+

Sellers worked with



Fiverr has become an important enabler for our business... We're using Fiverr increasingly across various departments in many digital service categories.



Jennifer Shealy, Seller
Graphic Designer and Digital Marketing Expert
Melbourne, FL



Website Banner Design



Amazon Product Listing Design



Social Media Campaigns

# 2014 Joined Fiverr, initially

part-time as she was completing her MBA degree

#### 2016

Became a Top Rated Seller and went full time on our platform

#### **Today**

Actively involved in our new products such as Political Campaign Store and Fiverr Studios

5,500+

Orders completed

~4,000

Buyers worked with in ~100 countries

\$300K+

Money made on Fiverr

Thanks to Fiverr, I became the owner of an exciting business that enjoys a double-digit growth rate.



Damiano Raveenthian, Seller

Founder and CEO of Startup Slang
Toronto, Canada



E-commerce Development



Social Media Advertising



Web Content

#### 2016

Joined Fiverr as a supplement to his full-time work

#### 2017

Founded his own agency "Startup Slang"

#### **Today**

Startup Slang has a team of 35 people with annual revenue of \$1M+

#### +008

Clients

15+

Community events hosted by Damiano

200K+

Money made on Fiverr

"Thanks to Fiverr, I was able to focus on developing my services while the platform took care of putting my gigs in front of the right clients...I owe a huge part of my current success to those clients and to Fiverr."

# Powerful business model.



### How Fiverr works.

An illustrative example of a \$100 transaction on core marketplace.



Service Catalog

Under our SaaP model, sellers list their service offerings on our marketplace first. Each Gig has well defined scope of work, time of delivery, price, and other spec of the service. Millions of these gigs make up our extensive service catalog, which buyers use to search and browse to find the exact service they are looking for.

#### Order

#### The buyer pays \$105.50 to Fiverr

Once the buyer navigates through our catalog and finds the service they want, they place the order and pay Fiverr the cost of the gig plus the service fee, which is 5.5% of the purchase amount. For purchases under \$50, buyers pay an additional \$2 small order fee.



#### Work starts immediately upon order

Upon order, Fiverr prompts the buyer to send the seller the files required in the gig description, along with a briefing document with instructions. Once received, the seller can start to work on the project immediately. They can also communicate and collaborate during the course of project through our platform.

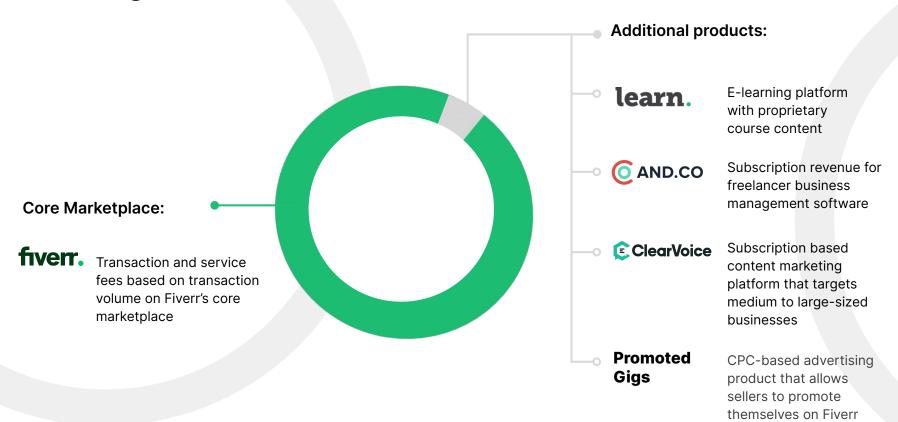
## Delivery & Payment

#### Fiverr pays the seller \$80

14 days after the delivery of the project, if no issue raised by the buyer, Fiverr makes 80% of the transaction value available for seller to withdraw.



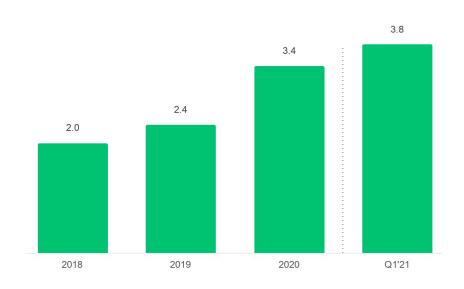
### How we generate revenue.





# Consistent and robust active buyer growth...

#### **Active buyers** (millions)





# ...achieved without a sales force.

Here is our strategy.



Global



Horizontal



Organic network effect drives majority of new buyers



Target audience: SMBs, or "zero to enterprise" as we call it



High value creation from transaction #1



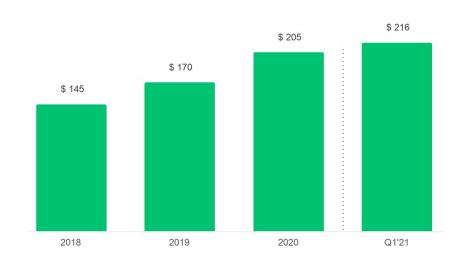
Drive **high LTV** with **repeat** and **cross-category** purchases



# **Continuously going** *upmarket*.

# Spend per buyer on any given date is calculated by dividing our GMV within the last 12-month period by the number of active buyers as of such date.

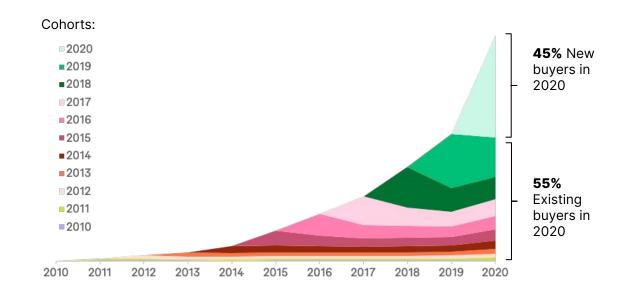
#### Spend Per Buyer (\$)





#### Revenue composition by annual cohort 2010-2020

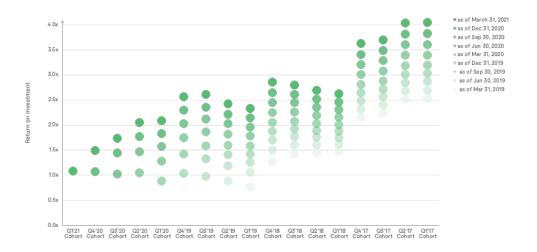
Consistent cohort behavior on core marketplace with majority of revenue from repeat buyers.





# Cumulative revenue to performance marketing investment by cohort

Our marketing efficiency focuses on efficient tROI and consistently increasing ROI over the long term.



tROI: Refers to time to return on investment for performance marketing investment.



# Growth and operating leverage.

## **Strong and consistent**

## revenue growth

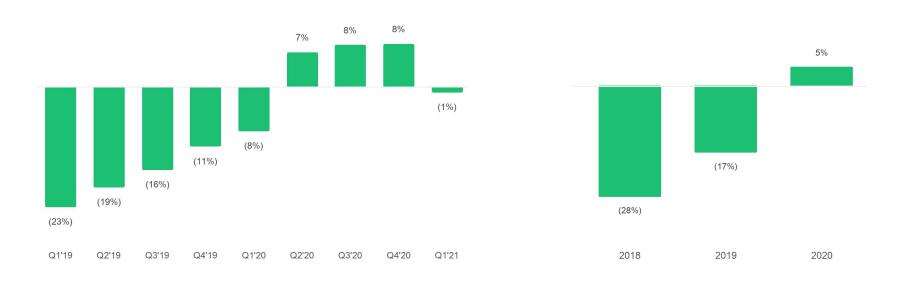
**Revenue** (in millions)





# **Continued improvement in** *operating leverage*

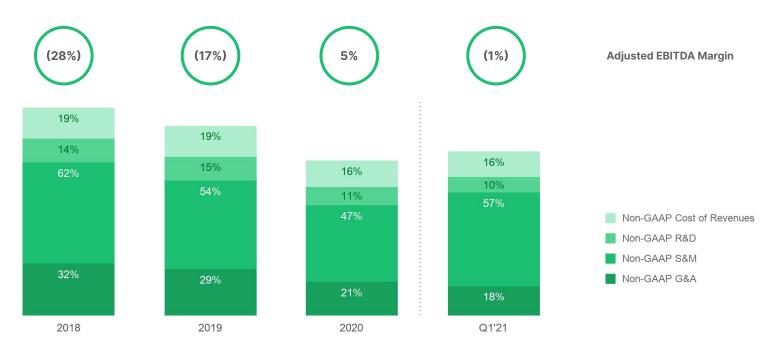
**Adjusted EBITDA Margin** 



 $Note: Adjusted\ EBITDA\ margin\ is\ a\ non-GAAP\ metric.\ See\ the\ appendix\ to\ this\ presentation\ for\ a\ reconciliation\ against\ the\ nearest\ GAAP\ measure.$ 



# Revenue growth and cost efficiency drive operating leverage



Note: Adjusted EBITDA margin and non-GAAP operating expenses are non-GAAP metrics. See the appendix to this presentation for a reconciliation against the nearest GAAP measure. Some amounts in this presentation may not total due to rounding. All percentages have been calculated using unrounded amounts.



## Multiple levers to drive long-term growth

Encompassing every aspect of the future of work



Expand geographic footprint

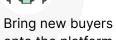


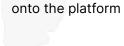
Move up-market for buyers & sellers





Innovate technology & services



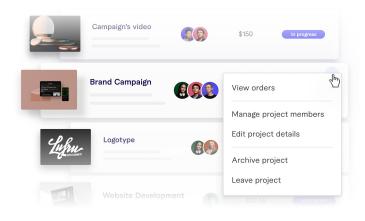




Expand our Gig catalog

### fiver business.

A dedicated environment for business buyers to transact and collaborate on Fiverr.



- White-glove
   CSM service
  - Budget approval
    - Curated supply
    - Share favorite sellers
  - Collaboration tools



"The tight deadlines we've all suffered from are a thing of the past. We can share a presentation design brief late at night and have a fully-designed, high-quality presentation ready in the morning, and the price is more than just convenient."



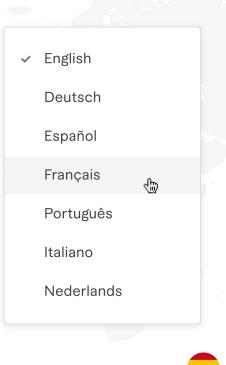
**Yael Brandt** *Customer Development,* Unilever



## **International Expansion**

Expanding Fiverr's footprint to unlock growth potential in non-English speaking countries

**Fiverr.com** available in:

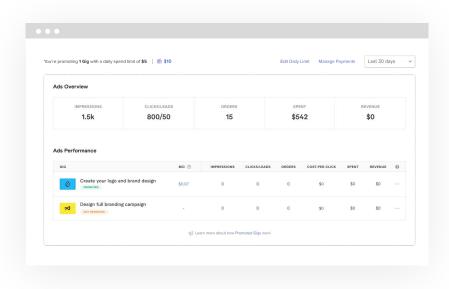


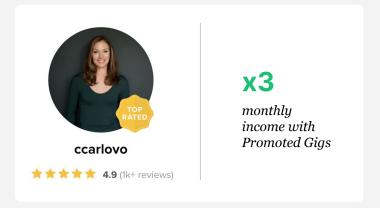




### **Promoted Gigs**

CPC-based advertising platform that allows sellers to promote themselves on Fiverr.





The increased order flow allowed Christy to grow from a Level 1 Seller to a Top Rated Seller in less than a month, which in turn drove more organic traffic to her gigs as well.



# **Appendix**

### **Reconciliation of GAAP to Non-GAAP Gross Profit**

(In thousands, except gross margin data)

	_	Q1'18		Q2'18		Q3'18		Q4'18		Q1'19		Q2'19	Q3'19		Q4'19		Q1'20		Q2'20		Q3'20		Q4'20		Q1'21
GAAP gross profit	\$	12,913	\$	14,421	\$	15,861	\$	16,687	\$	18,827	\$	20,607	\$ 22,004	\$	23,411	\$	27,330	\$	39,173	\$	43,637	\$	46,182	\$	56,774
Add:																									
Share-based compensation		2		3		2		5		22		28	43		49		70		87		55		172		279
Depreciation and amortization		255		274		282		308		406		450	479		393		474		499		483		506		437
Non-GAAP gross profit	\$	13,170	\$	14,698	\$	16,145	\$	17,000	\$	19,255	\$	21,085	\$ 22,526	\$	23,853	\$	27,874	\$	39,759	\$	44,175	\$	46,860	\$	57,490
Non-GAAP gross margin		78.6%		79.9%	_	82.2%		82.1%		81.0%	_	81.4%	80.8%	_	80.8%	_	81.6%	_	84.4%		84.4%	_	83.9%	_	84.1%
		Q1'18	0	Q2'18		Q3'18	<u> </u>	Q4'18	_	Q1'19		Q2'19	 Q3'19		Q4'19		Q1'20		Q2'20		Q3'20		Q4'20		Q1'21
GAAP cost of revenues	\$	3,833	\$	3,978	\$	3.792	\$	4.018	\$	4.936	\$	5.305	\$ 5,863	\$	6.120	\$	6,820	\$	7,957	\$	8.708	\$	9,703	\$	11,546
Less:		0,000	-	0,010		-,	Ţ.	1,010	-	.,	+	-,					.,	,	. ,	-					
		2		3		2	i	5		22		28	43		49		70		87		55		172		279
Less:	Ť	2 255		3 274		2 282	i	5 308		,			43 479		49 393					,	55 483		172 506	Ť	279 437



## **Reconciliation of GAAP Net Loss to Adjusted EBITDA**

(In thousands, except Adjusted EBITDA margin data)

	_	Q1'18	 Q2'18	(	Q3'18	(	Q4'18	 Q1'19	 Q2'19	 Q3'19	 Q4'19	Q1'20	 22'20	 23'20	 Q4'20	(	Q1'21
GAAP net loss	\$	(16,253)	\$ (6,685)	\$	(7,240)	\$	(5,883)	\$ (8,313)	\$ (9,353)	\$ (8,434)	\$ (7,439)	\$ (6,155)	\$ (124)	\$ (454)	\$ (8,077)	\$	(17,844)
Add:																	
Financial expenses (income), net		(217)	92		(84)		(199)	(214)	10	(483)	(684)	(331)	(491)	(570)	4,192		3,974
Income taxes		-	-		-		-	6	20	80	54	31	17	41	111		45
Depreciation and amortization		501	554		586		609	807	910	961	893	965	1,016	1,130	1,227		1,318
Share-based compensation		7,252	366		2,737		1,293	1,746	2,216	2,600	2,337	2,762	3,062	3,756	6,235		10,483
Other initial public offering related expenses		-	-		-		-	-	416	-	-	-	-	-	-		-
Contingent consideration revaluation and acquisition related costs		1,279	94		95		96	578	868	918	1,509	(129)	(337)	302	932		1,320
Adjusted EBITDA	\$	(7,438)	\$ (5,579)	\$	(3,906)	\$	(4,084)	\$ (5,390)	\$ (4,913)	\$ (4,358)	\$ (3,330)	\$ (2,857)	\$ 3,143	\$ 4,205	\$ 4,620	\$	(704)
Adjusted EBITDA margin		(44.4%)	(30.3%)		(19.9%)		(19.7%)	(22.7%)	(19.0%)	(15.6%)	(11.3%)	(8.4%)	6.7%	8.0%	8.3%		(1.0%)



## **Reconciliation of GAAP to Non-GAAP Operating Expenses**

(In thousands)

	 Q1'18		Q2'18	Q3'18		Q4'18		Q1'19		Q2'19		Q3'19		Q4'19		Q1'20		 Q2'20	 Q3'20	 Q4'20	 Q1'21
GAAP research and development	\$ 6,133	\$	6,436	\$	6,611	\$	6,855	\$	7,616	\$	8,457	\$	9,088	\$	9,322	\$	9,974	\$ 10,533	\$ 11,642	\$ 13,570	\$ 16,873
Less:																					
Share-based compensation	85		134		314		198		635		901		850		811		1,042	1,202	1,267	2,331	4,102
Depreciation and amortization	93		110		113		95		103		109		116		126		116	130	149	156	187
Acquisition related costs	607		47		48		48		47		47		12		_		-	-	-	-	-
Non-GAAP research and development	\$ 5,348	\$	6,145	\$	6,136	\$	6,514	\$	6,831	\$	7,400	\$	8,110	\$	8,385	\$	8,816	\$ 9,201	\$ 10,226	\$ 11,083	\$ 12,584
GAAP sales and marketing	\$ 13,698	\$	11,690	\$	12,651	\$	11,681	\$	15,376	\$	15,852	\$	15,859	\$	15,663	\$	18,221	\$ 23,207	\$ 25,548	\$ 27,403	\$ 42,639
Less:																					
Share-based compensation	63		74		1,217		126		256		467		642		488		527	552	809	1,196	2,588
Depreciation and amortization	115		133		152		155		256		308		323		325		330	338	444	513	639
Acquisition related costs	607		47		47		48		288		410		375		363		121	-	-	-	297
Non-GAAP sales and marketing	\$ 12,913	\$	11,436	\$	11,235	\$	11,352	\$	14,576	\$	14,667	\$	14,519	\$	14,487	\$	17,243	\$ 22,317	\$ 24,295	\$ 25,694	\$ 39,115
GAAP general and administrative	\$ 9,552	\$	2,888	\$	3,923	\$	4,233	\$	4,356	\$	5,621	\$	5,894	\$	6,495	\$	5,590	\$ 6,031	\$ 7,430	\$ 8,983	\$ 11,087
Less:																					
Share-based compensation	7,102		155		1,204		964		833		820		1,065		989		1,123	1,221	1,625	2,536	3,514
Depreciation and amortization	38		37		39		51		42		43		43		49		45	49	54	52	55
Other initial public offering related expenses	-		-		-		-		-		416		-		-		-	-	-	-	-
Contingent consideration revaluation and acquisition related costs	65		-		-		-		243		411		531		1,146		(250)	(337)	302	932	1,023
Non-GAAP general and administrative	\$ 2,347	\$	2,696	\$	2,680	\$	3,218	\$	3,238	\$	3,931	\$	4,255	\$	4,311	\$	4,672	\$ 5,098	\$ 5,449	\$ 5,463	\$ 6,495



