JONES LANG LASALLE INC Form 10-Q August 06, 2010 Table of Contents

#### **United States**

## **Securities and Exchange Commission**

Washington, D.C. 20549

## Form 10-Q

x Quarterly Report Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

For the quarterly period ended June 30, 2010

Or

"Transition Report Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

For the transition period from \_\_\_\_\_ to \_\_\_\_

Commission File Number 1-13145

# Jones Lang LaSalle Incorporated

(Exact name of registrant as specified in its charter)

#### **Maryland**

(State or other jurisdiction of incorporation or organization)

#### 36-4150422

(I.R.S. Employer Identification No.)

#### 200 East Randolph Drive, Chicago, IL

<u>60601</u>

(Address of principal executive offices)

(Zip Code)

Registrant s telephone number, including area code: 312-782-5800

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 x No "

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

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer or a smaller reporting company. See the definitions of large accelerated filer, accelerated filer and smaller reporting company in Rule 12b-2 of the Exchange Act. Large accelerated filer x Accelerated filer in Non-accelerated filer (Do not check if a smaller reporting company) in Smaller reporting company in Smaller reporting c

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

The number of shares outstanding of the registrant s common stock (par value \$0.01) as of the close of business on August 2, 2010 was 42.635,556.

1

## **Table of Contents**

Part I	Financial Information	
Item 1.	Financial Statements	3
	Consolidated Balance Sheets as of June 30, 2010 and December 31, 2009	3
	Consolidated Statements of Operations for the Three and Six Months Ended June 30, 2010 and 2009	4
	Consolidated Statement of Changes in Equity for the Six Months Ended June 30, 2010	5
	Consolidated Statements of Cash Flows for the Six Months Ended June 30, 2010 and 2009	6
	Notes to Consolidated Financial Statements (Unaudited)	7
Item 2.	Management s Discussion and Analysis of Financial Condition and Results of Operations	19
Item 3.	Quantitative and Qualitative Disclosures about Market Risk	30
Item 4.	Controls and Procedures	31
Part II	Other Information	
Item 1.	<u>Legal Proceedings</u>	31
Item 5.	Other Information	31
Item 6.	<u>Exhibits</u>	35

2

#### **Part I Financial Information**

#### **Item 1. Financial Statements**

#### JONES LANG LASALLE INCORPORATED

## **Consolidated Balance Sheets**

#### June 30, 2010 and December 31, 2009

(\$ in thousands, except share data)

	June 30,	
	2010	December 31,
Assets	(unaudited)	2009
Current assets:		
Cash and cash equivalents	\$ 54,994	69,263
Trade receivables, net of allowances of \$33,044 and \$36,994	621,523	669,993
Notes and other receivables	80,035	73,984
Prepaid expenses	41,729	35,689
Deferred tax assets	79,985	82,793
Other	16,443	8,196
Total current assets	894,709	939,918
Property and equipment, net of accumulated depreciation of \$307,755 and \$290,250	192,498	213,708
Goodwill, with indefinite useful lives	1,399,668	1,441,951
Identified intangibles, with finite useful lives, net of accumulated amortization of \$75,203 and \$71,422	30,856	36,791
Investments in real estate ventures	162,106	167,310
Long-term receivables, net	46,376	52,941
Deferred tax assets, net	139,283	139,406
Other	101,642	104,908
Total assets	\$ 2,967,138	3,096,933
Liabilities and Equity	, ,, ,, ,,	7,11 1,11 1
Current liabilities:		
Accounts payable and accrued liabilities	\$ 300,903	347,650
Accrued compensation	302,341	479,628
Short-term borrowings	63,737	23,399
Deferred tax liabilities	1,164	1,164
Deferred income	36,775	38,575
Deferred business acquisition obligations	92,393	106,330
Other	105,069	98,349
Total current liabilities	902,382	1,095,095
Noncurrent liabilities:	, 02,002	1,050,050
Credit facilities	268,000	175,000
Deferred tax liabilities	7,797	3,210
Deferred compensation	21,013	27,039
Pension liabilities	6,579	8,210
Deferred business acquisition obligations	279,334	287,259
Minority shareholder redemption liability	33,273	32,475
Other	72,448	86,031
Total liabilities	1,590,826	1,714,319
Commitments and contingencies	1,000,020	1,711,019
Company shareholders equity:		
Common stock, \$.01 par value per share, 100,000,000 shares authorized;		
42,059,599 and 41,843,947 shares issued and outstanding	421	418
Additional paid-in capital	870,368	854,227
Retained earnings	559,188	531,456
Tournes our mage	337,100	331,730

Shares held in trust	(5,003)	(5,196)
Accumulated other comprehensive loss	(51,532)	(1,976)
Total Company shareholders equity	1,373,442	1,378,929
Noncontrolling interest	2,870	3,685
Total equity	1,376,312	1,382,614
Total liabilities and equity	\$ 2,967,138	3,096,933

See accompanying notes to consolidated financial statements.

## JONES LANG LASALLE INCORPORATED

## **Consolidated Statements of Operations**

## For the Three and Six Months Ended June 30, 2010 and 2009

(\$ in thousands, except share data) (unaudited)

	Thre	e Months	Three	e Months Ended	Si	ix Months	;	Six Months
		Ended				Ended		Ended
				June				
	June	30, 2010		30, 2009	June	2010	Jui	ne 30, 2009
Revenue	\$	680,319		576,138	\$	1,260,981		1,070,350
Operating expenses:								
Compensation and benefits		438,408		381,376		825,789		723,931
Operating, administrative and other		163,042		140,653		319,495		278,276
Depreciation and amortization		17,532		21,367		35,246		45,887
Restructuring charges		3,996		15,386		5,116		32,428
Total operating expenses		622,978		558,782		1,185,646		1,080,522
rom operating enpenses		022,570		000,702		1,100,010		1,000,022
Operating income (loss)		57,341		17,356		75,335		(10,172)
Interest expense, net of interest income		12,918		14,528		24,248		27,286
Equity in losses from unconsolidated ventures		(2,796)		(19,248)		(8,924)		(51,271)
1,		( ),		( - , - ,		(-,- )		(- , - ,
Income (loss) before income taxes and noncontrolling								
interest		41,627		(16,420)		42,163		(88,729)
		,,		(,)		,		(00,12)
Provision (benefit) for income taxes		9,574		(2,463)		9,698		(13,310)
Net income (loss)		32,053		(13,957)		32,465		(75,419)
ret fileome (1055)		32,033		(13,737)		32,103		(73,117)
Net income attributable to noncontrolling interest		78		190		246		202
Net income authoritable to honcontrolling interest		70		190		240		202
Not income (loss) attributable to the Company		31,975		(14,147)		32,219		(75,621)
Net income (loss) attributable to the Company Net income (loss) attributable to common shareholders	\$	31,757			\$	32,219		(75,907)
Net income (loss) attributable to common shareholders	Ф	31,/3/		(14,433)	Ф	32,001		(73,907)
Basic earnings (loss) per common share	\$	0.76	\$	(0.40)	\$	0.76	\$	(2.15)
Basic weighted average shares outstanding		2,037,112		,835,788		1,975,448		35,231,252
	-	-,,		,,,,,,,,,,		-,,,,,,,,		,
Diluted earnings (loss) per common share	\$	0.72	\$	(0.40)	\$	0.73	\$	(2.15)
Diluted weighted average shares outstanding	44	4,249,698	35	,835,788	4	4,085,326		35,231,252
See accompanying notes to consolidated financial statements.								

#### JONES LANG LASALLE INCORPORATED

## **Consolidated Statement of Changes in Equity**

## For the Six Months Ended June 30, 2010

(\$ in thousands, except share data) (unaudited)

	Company Share Common Stock Additional		areholders	olders Equity Shares Other				
			Paid-In	Retained	Held in	Comprehensive	Noncontrolling	Total
	Shares	Amount	Capital	Earnings	Trust	Loss	Interest	Equity
Balances at December 31, 2009	41,843,947	\$ 418	854,227	531,456	(5,196)	(1,976)	3,685	\$ 1,382,614
Net income				32,219			246	32,465
Shares issued under stock compensation programs	303,094	4	864					868
Shares repurchased for payment of taxes on stock awards	(87,442)	(1)	(5,905)					(5,906)
Tax adjustments due to vestings and exercises			710					710
Amortization of stock compensation			20,472					20,472
Dividends declared				(4,487)				(4,487)
Shares held in trust					193			193
Decrease in amounts due to noncontrolling interest							(1,061)	(1,061)
Foreign currency translation adjustments						(49,556)		(49,556)
Balance at June 30, 2010 See accompanying notes to cor	42,059,599 nsolidated final	\$ 421 ncial states	870,368 ments.	559,188	(5,003)	(51,532)	2,870	\$ 1,376,312

## JONES LANG LASALLE INCORPORATED

#### **Consolidated Statements of Cash Flows**

## For the Six Months Ended June 30, 2010 and 2009

(\$ in thousands) (unaudited)		Six	Six
		nths Ended ne 30, 2010	Months Ended June 30, 2009
Cash flows from operating activities:			
Net income (loss)	\$	32,465	(75,419)
Reconciliation of net income (loss) to net cash used in operating activities:	-	,	(,)
Depreciation and amortization		35,246	45,887
Equity in losses from real estate ventures		8,924	51,271
Operating distributions from real estate ventures		150	
Gain on investments			(1,381)
Provision for loss on receivables and other assets		8,142	12,307
Amortization of deferred compensation		19,715	24,793
Accretion of interest on deferred business acquisition obligations		12,221	11,719
Amortization of debt issuance costs		3,088	1,980
Change in:			
Receivables		8,360	136,214
Prepaid expenses and other assets		(14,520)	(10,229)
Deferred tax assets, net		7,517	(34,160)
Excess tax benefit from share-based payment arrangements		(710)	
Accounts payable, accrued liabilities and accrued compensation		(200,961)	(248,843)
Net cash used in operating activities		(80,363)	(85,861)
Cash flows from investing activities:			
Net capital additions property and equipment		(13,658)	(21,031)
Business acquisitions		(33,471)	(9,885)
Capital contributions and advances to real estate ventures		(13,945)	(19,498)
Distributions, repayments of advances and sale of investments		2,715	769
Net cash used in investing activities		(58,359)	(49,645)
Cash flows from financing activities:			
Proceeds from borrowings under credit facilities		763,839	660,107
Repayments of borrowings under credit facilities		(630,501)	(731,506)
Debt issuance costs		(70)	(11,183)
Issuance of common stock, net			217,831
Shares repurchased for payment of employee taxes on stock awards		(5,906)	(626)
Excess tax adjustment from share-based payment arrangements		710	
Common stock issued under option and stock purchase programs		868	3,128
Payment of dividends		(4,487)	(3,814)
Net cash provided by financing activities		124,453	133,937
Net decrease in cash and cash equivalents		(14,269)	(1,569)
Cash and cash equivalents, January 1		69,263	45,893
Cash and cash equivalents, June 30	\$	54,994	44,324
Supplemental disclosure of cash flow information:			
Cash paid during the period for:			
Interest	\$	8,970	13,770

Income taxes, net of refunds	9.	,666	18,786
Non-cash financing activities:			
Deferred business acquisition obligations	\$		5,419

See accompanying notes to consolidated financial statements.

#### JONES LANG LASALLE INCORPORATED

#### Notes to Consolidated Financial Statements (Unaudited)

Readers of this quarterly report should refer to the audited financial statements of Jones Lang LaSalle Incorporated ( Jones Lang LaSalle, which may also be referred to as the Company or as the firm, we, us or our ) for the year ended December 31, 2009, which are included in our 2009 Annual Report, filed with the United States Securities and Exchange Commission ( SEC ) and also available on our website (www.joneslanglasalle.com), since we have omitted from this report certain footnote disclosures which would substantially duplicate those contained in such audited financial statements. You should also refer to the Summary of Critical Accounting Policies and Estimates section within Item 2. Management s Discussion and Analysis of Financial Condition and Results of Operations, contained in this quarterly report and in our 2009 Annual Report for further discussion of our accounting policies and estimates.

#### (1) Interim Information

Our consolidated financial statements as of June 30, 2010 and for the three and six months ended June 30, 2010 and 2009 are unaudited; however, in the opinion of management, all adjustments (consisting solely of normal recurring adjustments) necessary for a fair presentation of the consolidated financial statements for these interim periods have been included.

Historically, our revenue and profits have tended to be higher in the third and fourth quarters of each year than in the first two quarters. This is the result of a general focus in the real estate industry on completing or documenting transactions by calendar-year-end while we recognize certain expenses evenly throughout the year. Our Investment Management segment generally earns investment-generated performance fees on clients—real estate investment returns and co-investment equity gains when assets are sold, the timing of which is geared toward the benefit of our clients. Within our Investor and Occupier Services segments, revenue for capital markets activities relates to the size and timing of our clients transactions and can fluctuate significantly from period to period. Non-variable operating expenses, which we treat as expenses when they are incurred during the year, are relatively constant on a quarterly basis. As such, the results for the periods ended June 30, 2010 and 2009 are not indicative of what our results will be for the full fiscal year.

#### (2) New Accounting Standards

#### **Consolidation of Variable Interest Entities**

In June 2009, the Financial Accounting Standards Board (FASB) issued Statement of Financial Accounting Standards (SFAS) No. 167, Amendments to FASB Interpretation (FIN) No. 46(R). SFAS 167 amends FIN 46(R) to require an enterprise to perform an analysis to determine whether the enterprise s variable interest or interests give it a controlling financial interest in a variable interest entity. The analysis identifies the primary beneficiary of a variable interest entity as the enterprise that has both (i) the power to direct the activities of a variable interest entity that most significantly impact the entity s economic performance and (ii) the obligation to absorb losses of, or the right to receive benefits from, the variable interest entity that could potentially be significant to the entity. SFAS 167 also amends guidance in FIN 46(R) (i) for determining when an entity is a variable interest entity, including an additional reconsideration event for such determinations, (ii) to require ongoing reassessments of whether an enterprise is the primary beneficiary of a variable interest entity, (iii) to eliminate the quantitative approach previously required for determining the primary beneficiary, and (iv) to enhance disclosures regarding an enterprise s involvement in a variable interest entity. SFAS 167 became effective for the Company on January 1, 2010. The adoption of SFAS 167 did not have a material impact on our consolidated financial statements. See Note 6 for additional information on our accounting for investments in variable interest entities.

#### Fair Value

In January 2010, the FASB issued Accounting Standards Update (ASU) No. 2010-06, Fair Value Measurements and Disclosures (Topic 820), Improving Disclosures about Fair Value Measurements (ASU No. 2010-06). ASU 2010-06 requires new disclosures about significant transfers in and out of Level 1 and Level 2 fair value measurements and the reasons for such transfers. This provision became effective for the Company on January 1, 2010. ASU 2010-06 also requires disclosures about purchases, sales, issuances and settlements in the reconciliation for Level 3 fair value measurements. The Level 3 disclosure requirements are effective for the Company January 1, 2011. See Note 9 for additional information on fair value measurements.

#### (3) Revenue Recognition

We earn revenue from the following principal sources:

Transaction commissions; Advisory and management fees; Incentive fees; Project and development management fees; and Construction management fees.

We recognize **transaction commissions** related to tenant representation, agency leasing and capital markets services as income when we provide the related service unless future contingencies exist. If future contingencies exist, we defer recognition of this revenue until the respective contingencies have been satisfied.

We recognize advisory and management fees related to property management services, valuation services, corporate property services, consulting services and investment management as income in the period in which we perform the related services.

We recognize **incentive fees** when the performance of the underlying funds investments reach contractual benchmarks and other contractual formulas.

We recognize **project and development management and construction management fees** by applying the percentage of completion method of accounting. We use (i) the efforts expended method to determine the extent of progress towards completion for project and development management fees and (ii) costs incurred to total estimated costs for construction management fees.

Construction management fees, which are gross construction services revenues net of subcontract costs, were \$1.5 million and \$2.6 million for the three months ended June 30, 2010 and 2009, respectively, and \$3.6 million and \$5.6 million for the six months ended June 30, 2010 and 2009, respectively. Gross construction services revenues totaled \$36.6 million and \$42.2 million for the three months ended June 30, 2010 and 2009, respectively, and \$73.9 million and \$84.8 million for the six months ended June 30, 2010 and 2009, respectively. Subcontract costs totaled \$35.1 million and \$39.6 million for the three months ended June 30, 2010 and 2009, respectively, and \$70.3 million and \$79.2 million for the six months ended June 30, 2010 and 2009, respectively.

We include costs in excess of billings on uncompleted construction contracts of \$12.4 million and \$5.9 million in Trade receivables, and billings in excess of costs on uncompleted construction contracts of \$2.5 million and \$3.9 million in Deferred income, respectively, in our June 30, 2010 and December 31, 2009 consolidated balance sheets.

Gross and Net Accounting. In certain of our businesses, primarily those involving management services, our clients reimburse us for expenses incurred on their behalf. We base the treatment of reimbursable expenses for financial reporting purposes upon the fee structure of the underlying contracts.

Accordingly, we report a contract that provides a fixed fee billing, fully inclusive of all personnel and other recoverable expenses incurred but not separately scheduled, on a **gross basis**. When accounting on a gross basis, our reported revenues include the full billing to our client and our reported expenses include all costs associated with the client.

We account for a contract on a **net basis** when the fee structure is comprised of at least two distinct elements, namely (i) a fixed management fee and (ii) a separate component that allows for scheduled reimbursable personnel costs or other expenses to be billed directly to the client. When accounting on a net basis, we include the fixed management fee in reported revenues and net the reimbursement against expenses. We base this accounting on the following factors, which define us as an agent rather than a principal:

The property owner or client, with ultimate approval rights relating to the employment and compensation of on-site personnel, and bearing all of the economic costs of such personnel, is determined to be the primary obligor in the arrangement;

Reimbursement to Jones Lang LaSalle is generally completed simultaneously with payment of payroll or soon thereafter;

Because the property owner is contractually obligated to fund all operating costs of the property from existing cash flow or direct funding from its building operating account, Jones Lang LaSalle bears little or no credit risk; and

Jones Lang LaSalle generally earns no margin in the reimbursement aspect of the arrangement, obtaining reimbursement only for actual costs incurred.

Most of our service contracts use the latter structure and we account for them on a net basis. We have always presented reimbursable contract costs on a net basis in accordance with U.S. GAAP. These costs aggregated approximately \$313.6 million and \$316.5 million for the three months ended June 30, 2010 and 2009, respectively, and approximately \$625.5 million and \$580.8 million for the six months ended June 30, 2010 and 2009, respectively. This treatment has no impact on operating income, net income or cash flows.

8

#### (4) Business Segments

We manage and report our operations as four business segments:

The three geographic regions of Investor and Occupier Services ( IOS ):

- (i) Americas,
- (ii) Europe, Middle East and Africa (EMEA),
- (iii) Asia Pacific; and

#### (iv) Investment Management, which offers investment management services on a global basis.

Each geographic region offers our full range of Investor Services, Capital Markets and Occupier Services. The IOS business consists primarily of tenant representation and agency leasing, capital markets, property management, facility management, project and development services, and advisory, consulting and valuation services. We consider property management to be services provided to non-occupying property investors and facilities management to be services provided to owner-occupiers.

The Investment Management segment provides investment management services to institutional investors and high-net-worth individuals.

Operating income represents total revenue less direct and indirect allocable expenses. We allocate all expenses, other than interest and income taxes, as nearly all expenses incurred benefit one or more of the segments. Allocated expenses primarily consist of corporate global overhead. We allocate corporate global overhead expenses to the business segments based on the budgeted operating expenses of each segment.

For segment reporting we show equity in (losses) earnings from real estate ventures within our revenue line since it is an integral part of our Investment Management segment. Our measure of segment reporting results also excludes restructuring charges. The Chief Operating Decision Maker of Jones Lang LaSalle measures the segment results with Equity in (losses) earnings from real estate ventures, and without restructuring charges. We define the Chief Operating Decision Maker collectively as our Global Executive Committee, which is comprised of our Global Chief Executive Officer, Global Chief Operating and Financial Officer and the Chief Executive Officers of each of our four reporting segments.

Summarized unaudited financial information by business segment for the three and six months ended June 30, 2010 and 2009 is as follows (\$ in thousands):

9

Asia Pacific Segment revenue:		Thre	ee Months Ended June 30, 2010	Three Months Ended June 30, 2009	Six Months Ended June 30, 2010	Six Months Ended June 30, 2009
Segment revenue:         Revenue       \$ 295,485       248,354       523,683       449,389         Equity income (losses)       36       233       241       (1,211)         295,521       248,587       523,924       448,178         Operating expenses:       Tompensation, operating and administrative expenses       254,217       217,416       464,666       405,575         Depreciation and amortization       8,861       12,523       17,718       28,439         Operating income       \$ 32,443       18,648       41,540       14,164         EMEA         Segment revenue:         Revenue       \$ 170,762       143,451       322,167       264,590         Equity losses       (15)       (580)       (33)       (959)         Equity losses       (15)       (580)       (33)       (959)         Operating expenses:       (10,554       138,374       316,814       275,316         Operating income (loss)       \$ 5,885       (737)       (3,707)       (22,061)         Asia Pacific         Segment revenue:	Investor and Occupier Services					
Revenue         \$ 295,485         248,354         523,683         449,389           Equity income (losses)         36         233         241         (1,211)           295,521         248,587         523,924         448,178           Operating expenses:         254,217         217,416         464,666         405,575           Depreciation and amortization         8,861         12,523         17,718         28,439           Operating income         \$ 32,443         18,648         41,540         14,164           EMEA           Segment revenue:         8         170,762         143,451         322,167         264,590           Equity losses         (15)         (580)         (33)         (959)           Equity losses         (15)         (580)         (33)         (959)           Compensation, operating and administrative expenses         160,554         138,374         316,814         275,316           Depreciation and amortization         4,308         5,234         9,027         10,376           Operating income (loss)         \$ 5,885         (737)         (3,707)         (22,061)						
Equity income (losses)     36     233     241     (1,211)       295,521     248,587     523,924     448,178       Operating expenses:       Compensation, operating and administrative expenses     254,217     217,416     464,666     405,575       Depreciation and amortization     8,861     12,523     17,718     28,439       Operating income     \$ 32,443     18,648     41,540     14,164       EMEA       Segment revenue:       Revenue     \$ 170,762     143,451     322,167     264,590       Equity losses     (15)     (580)     (33)     (959)       Equity losses     (15)     (580)     (33)     (959)       Compensation, operating and administrative expenses       Compensation, operating and administrative expenses       Compensation, operating and administrative expenses       160,554     138,374     316,814     275,316       Depreciation and amortization     4,308     5,234     9,027     10,376       Operating income (loss)     \$ 5,885     (737)     (3,707)     (22,061)    Asia Pacific  Segment revenue:	Segment revenue:					
295,521     248,587     523,924     448,178       Operating expenses:     Compensation, operating and administrative expenses     254,217     217,416     464,666     405,575       Depreciation and amortization     8,861     12,523     17,718     28,439       Operating income     \$ 32,443     18,648     41,540     14,164       EMEA       Segment revenue:       Revenue     \$ 170,762     143,451     322,167     264,590       Equity losses     (15)     (580)     (33)     (959)       40     170,747     142,871     322,134     263,631       Operating expenses:     Compensation, operating and administrative expenses     160,554     138,374     316,814     275,316       Depreciation and amortization     4,308     5,234     9,027     10,376       Operating income (loss)     \$ 5,885     (737)     (3,707)     (22,061)    Asia Pacific  Segment revenue:		\$	295,485	248,354	523,683	449,389
Operating expenses:         Z54,217         217,416         464,666         405,575           Depreciation and amortization         8,861         12,523         17,718         28,439           Operating income         \$ 32,443         18,648         41,540         14,164           EMEA           Segment revenue:           Revenue         \$ 170,762         143,451         322,167         264,590           Equity losses         (15)         (580)         (33)         (959)           Equity losses         (15)         (580)         (33)         (959)           Operating expenses:           Compensation, operating and administrative expenses         160,554         138,374         316,814         275,316           Depreciation and amortization         4,308         5,234         9,027         10,376           Operating income (loss)         \$ 5,885         (737)         (3,707)         (22,061)	Equity income (losses)			233		(1,211)
Compensation, operating and administrative expenses         254,217         217,416         464,666         405,575           Depreciation and amortization         8,861         12,523         17,718         28,439           Operating income         \$ 32,443         18,648         41,540         14,164           EMEA           Segment revenue:           Revenue         \$ 170,762         143,451         322,167         264,590           Equity losses         (15)         (580)         (33)         (959)           Equity losses         (15)         (580)         (33)         (959)           Operating expenses:           Compensation, operating and administrative expenses         160,554         138,374         316,814         275,316           Depreciation and amortization         4,308         5,234         9,027         10,376           Operating income (loss)         \$ 5,885         (737)         (3,707)         (22,061)    Asia Pacific  Segment revenue:			295,521	248,587	523,924	448,178
Depreciation and amortization       8,861       12,523       17,718       28,439         Operating income       \$ 32,443       18,648       41,540       14,164         EMEA         Segment revenue:         Revenue       \$ 170,762       143,451       322,167       264,590         Equity losses       (15)       (580)       (33)       (959)         Equity losses       (15)       (580)       (33)       (959)         Operating expenses:         Compensation, operating and administrative expenses       160,554       138,374       316,814       275,316         Depreciation and amortization       4,308       5,234       9,027       10,376         Operating income (loss)       \$ 5,885       (737)       (3,707)       (22,061)         Asia Pacific         Segment revenue:	Operating expenses:					
Operating income       \$ 32,443       18,648       41,540       14,164         EMEA         Segment revenue:       \$ 170,762       143,451       322,167       264,590         Revenue       \$ 170,762       143,451       322,167       264,590         Equity losses       (15)       (580)       (33)       (959)         Operating expenses:         Compensation, operating and administrative expenses       160,554       138,374       316,814       275,316         Depreciation and amortization       4,308       5,234       9,027       10,376         Operating income (loss)       \$ 5,885       (737)       (3,707)       (22,061)         Asia Pacific         Segment revenue:	Compensation, operating and administrative expenses		254,217	217,416	464,666	405,575
EMEA Segment revenue: Revenue \$ 170,762 143,451 322,167 264,590 Equity losses (15) (580) (33) (959)  170,747 142,871 322,134 263,631 Operating expenses: Compensation, operating and administrative expenses 160,554 138,374 316,814 275,316 Depreciation and amortization 4,308 5,234 9,027 10,376 Operating income (loss) \$ 5,885 (737) (3,707) (22,061)  Asia Pacific Segment revenue:	Depreciation and amortization		8,861	12,523	17,718	28,439
Segment revenue:         Revenue       \$ 170,762       143,451       322,167       264,590         Equity losses       (15)       (580)       (33)       (959)         170,747       142,871       322,134       263,631         Operating expenses:         Compensation, operating and administrative expenses       160,554       138,374       316,814       275,316         Depreciation and amortization       4,308       5,234       9,027       10,376         Operating income (loss)       \$ 5,885       (737)       (3,707)       (22,061)         Asia Pacific         Segment revenue:	Operating income	\$	32,443	18,648	41,540	14,164
Revenue       \$ 170,762       143,451       322,167       264,590         Equity losses       (15)       (580)       (33)       (959)         170,747       142,871       322,134       263,631         Operating expenses:         Compensation, operating and administrative expenses       160,554       138,374       316,814       275,316         Depreciation and amortization       4,308       5,234       9,027       10,376         Operating income (loss)       \$ 5,885       (737)       (3,707)       (22,061)         Asia Pacific         Segment revenue:	EMEA					
Revenue       \$ 170,762       143,451       322,167       264,590         Equity losses       (15)       (580)       (33)       (959)         170,747       142,871       322,134       263,631         Operating expenses:         Compensation, operating and administrative expenses       160,554       138,374       316,814       275,316         Depreciation and amortization       4,308       5,234       9,027       10,376         Operating income (loss)       \$ 5,885       (737)       (3,707)       (22,061)         Asia Pacific         Segment revenue:	Segment revenue:					
Equity losses       (15)       (580)       (33)       (959)         170,747       142,871       322,134       263,631         Operating expenses:         Compensation, operating and administrative expenses       160,554       138,374       316,814       275,316         Depreciation and amortization       4,308       5,234       9,027       10,376         Operating income (loss)       \$ 5,885       (737)       (3,707)       (22,061)     Asia Pacific  Segment revenue:		\$	170,762	143,451	322,167	264,590
170,747 142,871 322,134 263,631 Operating expenses:  Compensation, operating and administrative expenses 160,554 138,374 316,814 275,316 Depreciation and amortization 4,308 5,234 9,027 10,376 Operating income (loss) \$ 5,885 (737) (3,707) (22,061)  Asia Pacific Segment revenue:	Equity losses			(580)	(33)	(959)
Operating expenses:       160,554       138,374       316,814       275,316         Compensation, operating and administrative expenses       4,308       5,234       9,027       10,376         Operating income (loss)       \$ 5,885       (737)       (3,707)       (22,061)         Asia Pacific         Segment revenue:	1 3			` '		
Compensation, operating and administrative expenses       160,554       138,374       316,814       275,316         Depreciation and amortization       4,308       5,234       9,027       10,376         Operating income (loss)       \$ 5,885       (737)       (3,707)       (22,061)    Asia Pacific Segment revenue:	Operating expenses:		,	,	- , -	,
Depreciation and amortization       4,308       5,234       9,027       10,376         Operating income (loss)       \$ 5,885       (737)       (3,707)       (22,061)    Asia Pacific Segment revenue:			160.554	138.374	316.814	275,316
Operating income (loss) \$ 5,885 (737) (3,707) (22,061)  Asia Pacific Segment revenue:			,			
Segment revenue:		\$				(22,061)
Segment revenue:	Asia Pacific					
C						
Revenue \$ 154.704 120.671 290.349 226.473	Revenue	\$	154,704	120,671	290,349	226,473
Equity losses (1,401) (2,372)		Ψ	15 1,701		2,0,51,	
154,704 119,270 290,349 224,101	24410) 100000		154 704		290 349	
Operating expenses:	Operating expenses:		13 1,701	117,270	2,0,51,5	221,101
Compensation, operating and administrative expenses 140,494 113,535 267,592 219,053			140 494	113 535	267 592	219.053
Depreciation and amortization 3,094 3,072 6,333 5,993						
Operating income (loss) \$ 11,116 2,663 16,424 (945)		\$		,		
Operating income (1088) \$ 11,110 2,003 10,424 (243)	Operating mediae (1088)	Ψ	11,110	2,003	10,424	(543)
Investment Management						
Segment revenue:	_	ф	50.060	(0.442	124.702	120,000
Revenue \$ 59,368 63,662 124,782 129,898		\$			· · · · · · · · · · · · · · · · · · ·	
Equity losses (2,817) (17,500) (9,132) (46,729)	Equity losses					
56,551 46,162 115,650 83,169			56,551	46,162	115,650	83,169
Operating expenses:						
Compensation, operating and administrative expenses 46,184 52,704 96,211 102,263				· · · · · · · · · · · · · · · · · · ·		
Depreciation and amortization         1,270         538         2,169         1,079		_				
Operating income (loss) \$ 9,097 (7,080) 17,270 (20,173)	Operating income (loss)	\$	9,097	(7,080)	17,270	(20,173)
Segment Reconciling Items:						
Total segment revenue \$ 677,523 556,890 1,252,057 1,019,079		\$		556,890		
Reclassification of equity losses (2,796) (19,248) (8,924) (51,271)	Reclassification of equity losses		(2,796)	(19,248)	(8,924)	(51,271)
Total revenue \$ 680,319 576,138 1,260,981 1,070,350	Total revenue	\$	680,319	576,138	1,260,981	1,070,350
Total segment operating expenses before restructuring	Total segment operating expenses before restructuring					
charges 618,982 543,396 1,180,530 1,048,094			618,982	543.396	1,180.530	1,048.094
Restructuring charges 3,996 15,386 5,116 32,428						