UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, DC 20549

FORM 8-K

CURRENT REPORT

PURSUANT TO SECTION 13 OR 15(D) OF THE SECURITIES EXCHANGE ACT OF 1934

Date of report (Date of earliest event reported): November 5, 2018

TRUEBLUE, INC.

(Exact Name of Registrant as Specified in Its Charter)

Washington
(State or Other Jurisdiction of Incorporation)

001-14543	**91-1287341**
(Commission File Number)	**(IRS Employer Identification No.)**
1015 A Street, Tacoma, Washington	**98402**
(Address of Principal Executive Offices)	**(Zip Code)**

(253) 383-9101
(Registrant's Telephone Number, Including Area Code)
Not Applicable
(Former Name or Former Address, if Changed Since Last Report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (*see* General Instruction A.2. below):

☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)

☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)

☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))

☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Indicate by check mark whether the registrant is an emerging growth company as defined in as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).
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. ☐

Item 2.02. Results of Operations and Financial Condition.

On November 5, 2018, TrueBlue, Inc. (the "company") issued a press release (the "Press Release") reporting its financial results for the third quarter ended September 30, 2018, and revenue and earnings outlook for the fourth quarter of 2018, a copy of which is attached hereto as Exhibit 99.1 and the contents of which are incorporated herein by this reference. Also attached to this report as Exhibit 99.2 is a slide presentation relating to the financial results for the third quarter ended September 30, 2018 (the "Earnings Results Presentation"), which will be discussed by management of the company on a live conference call at 2:00 p.m. Pacific Time (5:00 p.m. Eastern Time) on Monday, November 5, 2018. The Earnings Results Presentation is also available on the company's website at www.trueblue.com.

In accordance with General Instruction B.2. of Form 8-K, the information contained above in this report (including the Press Release and the Earnings Results Presentation) shall not be deemed "Filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended, or otherwise subject to the liabilities of that section, nor shall the Press Release or the Earnings Results Presentation be deemed incorporated by reference in any filing under the Securities Act of 1933, as amended, except as shall be expressly set forth by specific reference in such a filing. This report will not be deemed a determination or an admission as to the materiality of any information in the report that is required to be disclosed solely by Regulation FD.

Item 7.01. Regulation FD Disclosure.

We are also attaching our Investor Roadshow Presentation to this report as Exhibit 99.3, which we will reference in our Q3 2018 earnings results discussion and which may be used in future investor conferences. The Investor Roadshow Presentation is also available on the company's website at www.trueblue.com.

In accordance with General Instruction B.2. of Form 8-K, the information contained above in this report (including the Investor Roadshow Presentation) shall not be deemed "Filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended, or otherwise subject to the liabilities of that section, nor shall the Investor Roadshow Presentation be deemed incorporated by reference in any filing under the Securities Act of 1933, as amended, except as shall be expressly set forth by specific reference in such a filing. This report will not be deemed a determination or an admission as to the materiality of any information in the report that is required to be disclosed solely by Regulation FD.

Item 9.01. Financial Statements and Exhibits.

(d) Exhibits

99.1	Press Release dated November 5, 2018
99.2	Earnings Results Presentation for November 5, 2018 conference call
99.3	Investor Roadshow Presentation

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

TRUEBLUE, INC.
(Registrant)

Date:	November 5, 2018	By:	*/s/ Derrek L. Gafford*
			Derrek L. Gafford
			Chief Financial Officer and Executive Vice President

EXHIBIT INDEX

Exhibit Number	Exhibit Description	Filed Herewith
99.1	Press Release dated November 5, 2018	X
99.2	Earnings Results Presentation for November 5, 2018 conference call	X
99.3	Investor Roadshow Presentation	X

TRUEBLUE REPORTS FISCAL THIRD QUARTER 2018 RESULTS

TACOMA, WASH. -- Nov. 5, 2018 -- TrueBlue (NYSE:TBI) today announced its fiscal third quarter 2018 results.

Revenue was $680 million, an increase of 3 percent, compared to revenue of $661 million in the fiscal third quarter of 2017. Net income per diluted share was $0.61, an increase of 20 percent, compared to $0.51 in the fiscal third quarter of 2017. Adjusted net income per diluted share[1] was $0.79, an increase of 32 percent, compared to $0.60 in the fiscal third quarter of 2017.

"Our team delivered another quarter of revenue growth, gross margin expansion and strong EPS growth," said Patrick Beharelle, CEO of TrueBlue. "PeopleReady produced its second consecutive quarter of revenue growth, and PeopleScout achieved its fifth consecutive quarter of double-digit organic revenue growth. Our top line growth, gross margin expansion and share repurchases, combined with a lower income tax rate, are all contributing to strong EPS growth."

"TrueBlue's digital strategies are creating differentiation with clients and candidates. JobStack™, our PeopleReady mobile staffing technology, is transforming how people find work and how businesses find people. Affinix™, our PeopleScout proprietary talent acquisition technology, is receiving praise from current and prospective customers."

2018 Outlook

The company estimates revenue for the fiscal fourth quarter of 2018 will range from $642 million to $659 million. The company also estimates net income per diluted share will range from $0.34 to $0.41 and adjusted net income per diluted share will range from $0.55 to $0.62.

Management will discuss fiscal third quarter 2018 results on a webcast at 2 p.m. PST (5 p.m. EST), today, Monday, Nov. 5. The webcast can be accessed on TrueBlue's website: www.trueblue.com.

About TrueBlue

TrueBlue (NYSE: TBI) is a leading provider of specialized workforce solutions that help clients achieve business growth and improve productivity, while connecting approximately 740,000 people with work in 2017. TrueBlue's PeopleReady segment offers industrial staffing services, PeopleManagement offers contingent and productivity-based on-site industrial staffing services, and PeopleScout offers Recruitment Process Outsourcing (RPO) and Managed Service Provider (MSP) solutions to a wide variety of industries. Learn more at www.trueblue.com.

[1] See the financial statements accompanying the release and the company's website for more information on non-GAAP terms.

Forward-looking statements

This document contains forward-looking statements relating to our plans and expectations, all of which are subject to risks and uncertainties. Such statements are based on management's expectations and assumptions as of the date of this release and involve many risks and uncertainties that could cause actual results to differ materially from those expressed or implied in our forward-looking statements including: (1) national and global economic conditions, (2) our ability to attract and retain customers, (3) our ability to maintain profit margins, (4) new laws and regulations that could have a material effect on our operations or financial results, (5) our ability to successfully complete and integrate acquisitions (6) our ability to attract sufficient qualified candidates and employees to meet the needs of our customers, (7) our ability to successfully execute on business strategies and initiatives such as the consolidation of our businesses and leveraging of mobile technology, and (8) uncertainty surrounding the interpretation and application of the recent 2017 Tax Cuts and Jobs Act and any reduction or change in tax credits we utilize, including the Work Opportunity Tax Credit. Other information regarding factors that could affect our results is included in our Securities Exchange Commission (SEC) filings, including the company's most recent reports on Forms 10-K and 10-Q, copies of which may be obtained by visiting our website at www.trueblue.com under the Investor Relations section or the SEC's website at www.sec.gov. We assume no obligation to update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise, except as required by law. Any other reference to future financial estimates are included for informational purposes only and subject to risk factors discussed in our most recent filings with the SEC.

In addition, we use several non-GAAP financial measures when presenting our financial results in this document. Please refer to the reconciliations between our GAAP and non-GAAP financial measures in the appendix to this document and on our website at www.trueblue.com under the Investor Relations section for a complete perspective on both current and historical periods. The presentation of these non-GAAP financial measures is used to enhance the understanding of certain aspects of our financial performance. It is not meant to be considered in isolation, superior to, or as a substitute for the directly comparable financial measures prepared in accordance with U.S. GAAP, and may not be comparable to similarly titled measures of other companies.

Contact:
Derrek Gafford, Executive Vice President and CFO
253-680-8214

TRUEBLUE, INC.
SUMMARY CONSOLIDATED STATEMENTS OF OPERATIONS
(Unaudited)

	13 Weeks Ended		39 Weeks Ended	
(in thousands, except per share data)	Sep 30, 2018	Oct 1, 2017	Sep 30, 2018	Oct 1, 2017
Revenue from services	**$ 680,371**	$ 660,780	**$ 1,849,060**	$ 1,839,146
Cost of services	**496,053**	488,761	**1,355,890**	1,372,418
Gross profit	**184,318**	172,019	**493,170**	466,728
Selling, general and administrative expense	**145,382**	131,552	**405,352**	378,150
Depreciation and amortization	**10,586**	11,189	**30,777**	34,650
Income from operations	**28,350**	29,278	**57,041**	53,928
Interest and other income (expense), net	**(340)**	(219)	**896**	10
Income before tax expense	**28,010**	29,059	**57,937**	53,938
Income tax expense	**3,630**	7,838	**7,070**	14,909
Net income	**$ 24,380**	$ 21,221	**$ 50,867**	$ 39,029
Net income per common share:				
Basic	**$ 0.61**	$ 0.52	**$ 1.27**	$ 0.94
Diluted	**$ 0.61**	$ 0.51	**$ 1.26**	$ 0.94
Weighted average shares outstanding:				
Basic	**39,743**	41,046	**40,138**	41,420
Diluted	**40,073**	41,276	**40,417**	41,671

TRUEBLUE, INC.
SUMMARY CONSOLIDATED BALANCE SHEETS
(Unaudited)

(in thousands)	Sep 30, 2018		Dec 31, 2017	
ASSETS				
Cash and cash equivalents	**$**	**34,736**	$	28,780
Accounts receivable, net		**384,867**		374,273
Other current assets		**33,520**		25,226
Total current assets		**453,123**		428,279
Property and equipment, net		**55,803**		60,163
Restricted cash and investments		**240,634**		239,231
Goodwill and intangible assets, net		**335,510**		331,309
Other assets, net		**56,543**		50,049
Total assets	**$**	**1,141,613**	$	1,109,031
LIABILITIES AND SHAREHOLDERS' EQUITY				
Current liabilities	**$**	**223,681**	$	212,419
Long-term debt, less current portion		**107,900**		116,489
Other long-term liabilities		**224,877**		225,276
Total liabilities		**556,458**		554,184
Shareholders' equity		**585,155**		554,847
Total liabilities and shareholders' equity	**$**	**1,141,613**	$	1,109,031

TRUEBLUE, INC.
CONSOLIDATED STATEMENTS OF CASH FLOWS
(Unaudited)

	39 Weeks Ended	
(in thousands)	Sep 30, 2018	Oct 1, 2017
Cash flows from operating activities:		
Net income	**$ 50,867**	$ 39,029
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation and amortization	**30,777**	34,650
Provision for doubtful accounts	**10,140**	6,321
Stock-based compensation	**9,552**	6,161
Deferred income taxes	**2,638**	4,890
Other operating activities	**526**	2,724
Changes in operating assets and liabilities:		
Accounts receivable	**(17,960)**	(34,198)
Income tax receivable	**(5,389)**	12,788
Other assets	**(12,110)**	6,306
Accounts payable and other accrued expenses	**1,624**	(784)
Accrued wages and benefits	**4,724**	(176)
Workers' compensation claims reserve	**(8,405)**	1,985
Other liabilities	**1,642**	1,086
Net cash provided by operating activities	**68,626**	80,782
Cash flows from investing activities:		
Capital expenditures	**(10,313)**	(16,303)
Acquisition of business	**(22,742)**	—
Divestiture of business	**10,414**	—
Purchases of restricted investments	**(11,747)**	(36,015)
Maturities of restricted investments	**17,021**	15,042
Net cash used in investing activities	**(17,367)**	(37,276)
Cash flows from financing activities:		
Purchases and retirement of common stock	**(24,818)**	(29,371)
Net proceeds from stock option exercises and employee stock purchase plans	**1,146**	1,179
Common stock repurchases for taxes upon vesting of restricted stock	**(2,539)**	(2,956)
Net change in revolving credit facility	**12,000**	(1,099)
Payments on debt	**(22,855)**	(1,700)
Payment of contingent consideration at acquisition date fair value	**—**	(18,300)
Net cash used in financing activities	**(37,066)**	(52,247)
Effect of exchange rate changes on cash, cash equivalents and restricted cash	**(583)**	364
Net change in cash, cash equivalents, and restricted cash	**13,610**	(8,377)
Cash, cash equivalents and restricted cash, beginning of period	**73,831**	103,222
Cash, cash equivalents and restricted cash, end of period	**$ 87,441**	$ 94,845

TRUEBLUE, INC.
SEGMENT DATA
(Unaudited)

(in thousands)	13 Weeks Ended Sep 30, 2018	13 Weeks Ended Oct 1, 2017
Revenue from services:		
PeopleReady	**$ 428,665**	$ 414,995
PeopleManagement	**181,199**	196,835
PeopleScout	**70,507**	48,950
Total company	**$ 680,371**	$ 660,780
Segment profit (1):		
PeopleReady	**$ 31,230**	$ 28,752
PeopleManagement	**6,169**	6,940
PeopleScout	**12,478**	10,277
Total segment profit	**49,877**	45,969
Corporate unallocated expense	**(6,469)**	(5,322)
Total company Adjusted EBITDA	**43,408**	40,647
Work Opportunity Tax Credit processing fees (2)	**(241)**	(180)
Acquisition/integration costs (3)	**(1,226)**	—
Other costs (4)	**(3,005)**	—
EBITDA	**38,936**	40,467
Depreciation and amortization	**(10,586)**	(11,189)
Interest and other income (expense), net	**(340)**	(219)
Income before tax expense	**28,010**	29,059
Income tax expense	**(3,630)**	(7,838)
Net income	**$ 24,380**	$ 21,221

(1) We evaluate performance based on segment revenue and segment profit. Segment profit includes revenue, related cost of services, and ongoing operating expenses directly attributable to the reportable segment. Segment profit excludes goodwill and intangible impairment charges, depreciation and amortization expense, unallocated corporate general and administrative expense, interest, other income and expense, income taxes, and costs not considered to be ongoing costs of the segment. Segment profit is comparable to segment adjusted EBITDA amounts reported in prior years.

(2) These third-party processing fees are associated with generating the Work Opportunity Tax Credits, which are designed to encourage employers to hire workers from certain targeted groups with higher than average unemployment rates and reduce our income taxes.

(3) Acquisition/integration costs relate to the acquisition of TMP Holdings LTD completed on June 12, 2018.

(4) Other costs include implementation costs for cloud-based systems and accelerated vesting of stock per the CEO’s employment contract associated with the leadership transition.

TRUEBLUE, INC.
NON-GAAP FINANCIAL MEASURES AND NON-GAAP RECONCILIATIONS

In addition to financial measures presented in accordance with U.S. GAAP, we monitor certain non-GAAP key financial measures. The presentation of these non-GAAP financial measures is used to enhance the understanding of certain aspects of our financial performance. It is not meant to be considered in isolation, superior to, or as a substitute for the directly comparable financial measures prepared in accordance with U.S. GAAP, and may not be comparable to similarly titled measures of other companies.

Non-GAAP Measure	Definition	Purpose of Adjusted Measures
EBITDA and Adjusted EBITDA	EBITDA excludes from net income: - interest and other income (expense), net, - income taxes, and - depreciation and amortization. Adjusted EBITDA, further excludes: - Work Opportunity Tax Credit third-party processing fees, - acquisition/integration costs and - other costs.	- Enhances comparability on a consistent basis and provides investors with useful insight into the underlying trends of the business. - Used by management to assess performance and effectiveness of our business strategies. - Provides a measure, among others, used in the determination of incentive compensation for management.
Adjusted net income and Adjusted net income, per diluted share	Net income and net income per diluted share, excluding: - adjustment to the gain on divestiture, - amortization of intangibles of acquired businesses, - acquisition/integration costs, - other costs, - tax effect of each adjustment to U.S. GAAP net income, and - adjust income taxes to the expected effective tax rate.	- Enhances comparability on a consistent basis and provides investors with useful insight into the underlying trends of the business. - Used by management to assess performance and effectiveness of our business strategies.
Organic revenue	Revenue from services excluding acquired entity revenue.	- Enhances comparability on a consistent basis and provides investors with useful insight into the underlying trends of the business. - Used by management to assess performance and effectiveness of our business strategies.

1. **RECONCILIATION OF U.S. GAAP NET INCOME TO ADJUSTED NET INCOME AND ADJUSTED NET INCOME, PER DILUTED SHARE**
(*Unaudited*)

(in thousands, except for per share data)	Q3 2018 13 Weeks Ended Sep 30, 2018	Q3 2017 13 Weeks Ended Oct 1, 2017	Q4 2018 Outlook* 13 Weeks Ended Dec 30, 2018
Net income	**$ 24,380**	$ 21,221	$ 13,800 — $ 16,300
Adjustment to the gain on divestiture (1)	**385**	—	—
Amortization of intangible assets of acquired businesses	**5,193**	5,353	5,200
Acquisition/integration costs (2)	**1,226**	—	1,500
Other costs (3)	**3,005**	—	3,200
Tax effect of adjustments to net income (4)	**(1,569)**	(1,499)	(1,600)
Adjustment of income taxes to normalized effective rate (5)	**(852)**	(299)	—
Adjusted net income	**$ 31,768**	$ 24,776	$ 22,100 — $ 24,600
Adjusted net income, per diluted share	**$ 0.79**	$ 0.60	$ 0.55 — $ 0.62
Diluted weighted average shares outstanding	**40,073**	41,276	40,000

2. **RECONCILIATION OF U.S. GAAP NET INCOME TO EBITDA AND ADJUSTED EBITDA**
(*Unaudited*)

(in thousands)	Q3 2018 13 Weeks Ended Sep 30, 2018	Q3 2017 13 Weeks Ended Oct 1, 2017	Q4 2018 Outlook* 13 Weeks Ended Dec 30, 2018
Net income	**$ 24,380**	$ 21,221	$ 13,800 — $ 16,300
Income tax expense	**3,630**	7,838	2,600 — 3,100
Interest and other (income) expense, net	**340**	219	(400)
Depreciation and amortization	**10,586**	11,189	10,100
EBITDA	**38,936**	40,467	26,200 — 29,200
Work Opportunity Tax Credit processing fees (6)	**241**	180	200
Acquisition/integration costs (2)	**1,226**	—	1,500
Other costs (3)	**3,005**	—	3,200
Adjusted EBITDA	**$ 43,408**	$ 40,647	$ 31,100 — $ 34,100

* Totals may not sum due to rounding

3. **RECONCILIATION OF U.S. GAAP REVENUE TO ORGANIC REVENUE**
(*Unaudited*)

(in thousands)	Q3 2018 13 Weeks Ended Sep 30, 2018	Q3 2017 13 Weeks Ended Oct 1, 2017
Revenue from services	**$ 680,371**	$ 660,780
Acquired entity revenue	**(15,032)**	—
Organic revenue	**$ 665,339**	$ 660,780

(1) Adjustment to the gain on the divestiture of our PlaneTechs business as we continue to finalize actual costs incurred. PlaneTechs was sold mid-March 2018.

(2) Acquisition/integration costs relate to the acquisition of TMP Holdings LTD completed on June 12, 2018.

(3) Other costs include implementation costs for cloud-based systems and accelerated vesting of stock associated with the CEO transition.

(4) Total tax effect of each of the adjustments to U.S. GAAP net income using the expected ongoing rate of 16 percent for 2018, due to the enacted U.S. Tax Cuts and Jobs Act, and 28 percent for 2017.

(5) Adjustment of the effective income tax rate to the expected ongoing rate of 16 percent for 2018, due to the enacted U.S. Tax Cuts and Jobs Act, and 28 percent for 2017.

(6) These third-party processing fees are associated with generating the Work Opportunity Tax Credits, which are designed to encourage employers to hire workers from certain targeted groups with higher than average unemployment rates and reduce our income taxes.

trueblue
THE PEOPLE COMPANY

Q3 2018 Earnings Results

November 5, 2018

Forward-looking statements

This document contains forward-looking statements relating to our plans and expectations, all of which are subject to risks and uncertainties. Such statements are based on management's expectations and assumptions as of the date of this release and involve many risks and uncertainties that could cause actual results to differ materially from those expressed or implied in our forward-looking statements including: (1) national and global economic conditions, (2) our ability to attract and retain customers, (3) our ability to maintain profit margins, (4) new laws and regulations that could have a material effect on our operations or financial results, (5) our ability to successfully complete and integrate acquisitions (6) our ability to attract sufficient qualified candidates and employees to meet the needs of our customers, (7) our ability to successfully execute on business strategies and initiatives such as the consolidation of our businesses and leveraging of mobile technology, and (8) uncertainty surrounding the interpretation and application of the recent 2017 Tax Cuts and Jobs Act and any reduction or change in tax credits we utilize, including the Work Opportunity Tax Credit. Other information regarding factors that could affect our results is included in our Securities Exchange Commission (SEC) filings, including the company's most recent reports on Forms 10-K and 10-Q, copies of which may be obtained by visiting our website at www.trueblue.com under the Investor Relations section or the SEC's website at www.sec.gov. We assume no obligation to update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise, except as required by law. Any other reference to future financial estimates are included for informational purposes only and subject to risk factors discussed in our most recent filings with the SEC.

In addition, we use several non-GAAP financial measures when presenting our financial results in this document. Please refer to the reconciliations between our GAAP and non-GAAP financial measures in the appendix to this presentation and on our website at www.trueblue.com under the Investor Relations section for a complete perspective on both current and historical periods. The presentation of these non-GAAP financial measures is used to enhance the understanding of certain aspects of our financial performance. It is not meant to be considered in isolation, superior to, or as a substitute for the directly comparable financial measures prepared in accordance with U.S. GAAP, and may not be comparable to similarly titled measures of other companies. Any comparisons made herein to other periods are based on a comparison to the same period in the prior year unless otherwise stated.

Q3 2018 summary

Another quarter of revenue growth

- Total revenue +3% v. +1% in Q2
- Organic revenue[1,2] +1% v. flat in Q2
- PeopleReady, the largest segment, +3% v. +2% in Q2
- PeopleManagement -8% v. -7% in Q2
- PeopleScout +44% v. +25% in Q2

Strong EPS results

- EPS +20% and adjusted EPS[2] +32%
- Programs to lower cost of sales are working – gross margin +110 bps
- Adjusted EBITDA[2] +7% and adjusted EBITDA margin +20 bps

Acquisition of UK-based TMP in Q2-18 is on-track

- Financial performance and PeopleScout integration are meeting expectations

Returning capital to shareholders

- $25M of stock repurchased YTD
- $68M remaining under current authorization

[1] Organic revenue excludes acquired revenue from TMP Holdings LTD.
[2] See the appendix to this presentation and "Financial Information" in the investors section of our website at www.trueblue.com for a definition and full reconciliation of non-GAAP financial measures to GAAP financial results.

Financial summary

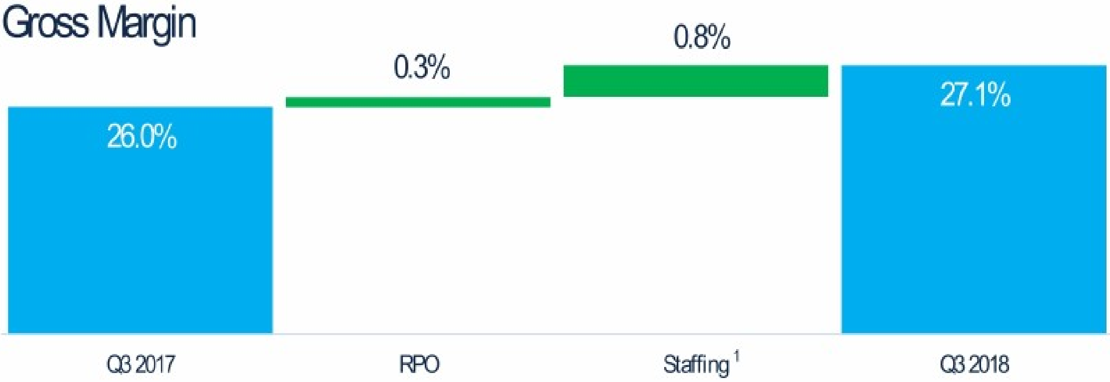
Amounts in millions, except per share data	Q3 2018	% Change
Revenue	$680	+3%
Net Income	$24.4	+15%
Net Income Per Diluted Share	$0.61	+20%
Adjusted Net Income[1]	$31.8	+28%
Adj. Net Income Per Diluted Share	$0.79	+32%
Adjusted EBITDA	$43.4	+7%
Adjusted EBITDA Margin	6.4%	+20 bps

- Organic revenue +1%, or +2% excluding PlaneTechs divestiture
- Net income growth is higher than adjusted EBITDA growth due primarily to a lower income tax rate in 2018 and share repurchases

[1] See the appendix to this presentation and "Financial Information" in the investors section of our website at www.trueblue.com for a definition and full reconciliation of non-GAAP financial measures to GAAP financial results.

Gross margin and SG&A bridges

Gross Margin



Amounts in millions

SG&A

[1] Margin improvement primarily due to improvements in workers' compensation expense. See 10-Q for additional information.

[2] Adjusted EBITDA further excludes from EBITDA Work Opportunity Tax Credit third-party processing fees, acquisition/integration costs and other costs. See the appendix to this presentation and "Financial Information" in the investors section of our website at www.trueblue.com for a definition and full reconciliation of non-GAAP financial measures to GAAP financial results.

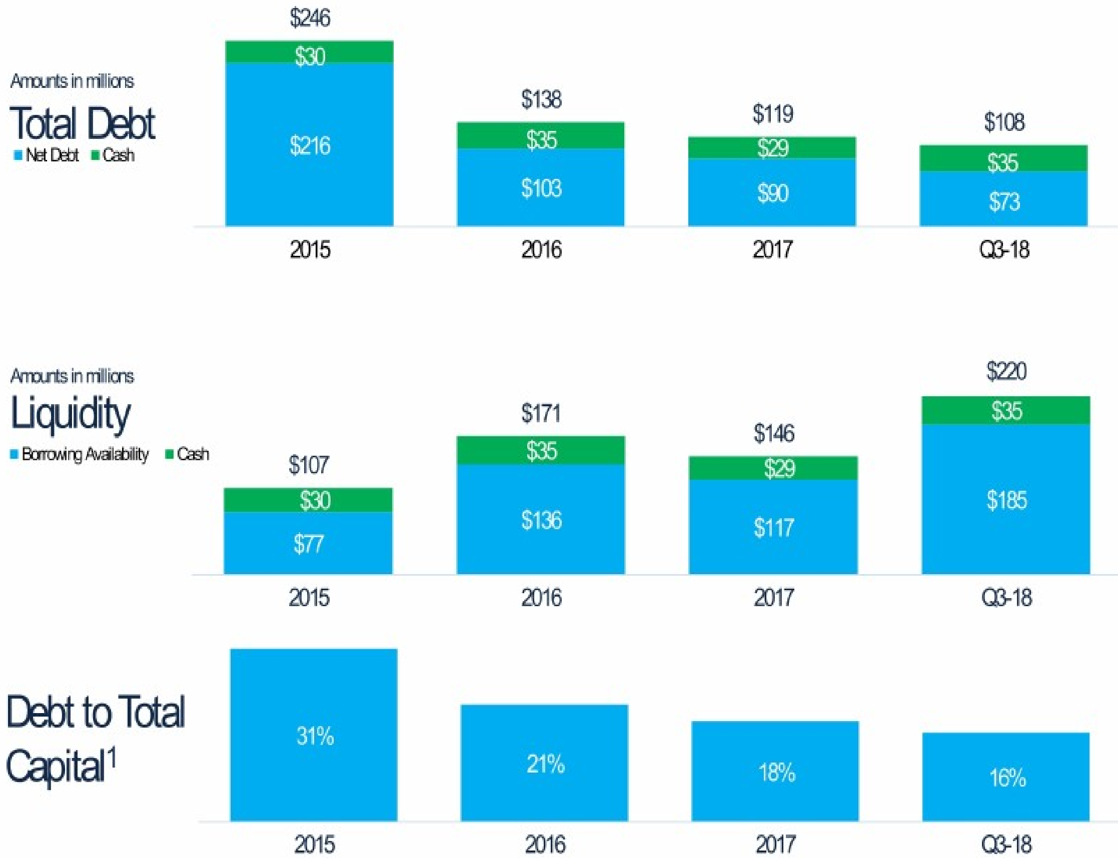
Q3-18 segment update

Amounts in millions	PeopleReady	PeopleManagement	PeopleScout
Revenue	$429	$181	$71
% Growth	+3%	-8% (Flat ex-Amazon and PlaneTechs)	+44% (+13% organic)
Segment Profit[1]	$31.2	$6.2	$12.5
% Growth	9%	-11%	+21%
% Margin % Change	7.3% +40 bps	3.4% -10 bps	17.7% -330 bps
Notes:	• Revenue trend improvement is broad-based across geographies and industries • Headwind of -2% from prior year hurricane and energy business benefits	• Revenue decline due to loss of Amazon Canadian business and divestiture of PlaneTechs in Q1-18	• Fifth consecutive quarter of double-digit revenue growth • Margin compression primarily from acquisition of lower-margin TMP business

[1] We evaluate performance based on segment revenue and segment profit. Segment profit includes revenue, related cost of services, and ongoing operating expenses directly attributable to the reportable segment. Segment profit excludes goodwill and intangible impairment charges, depreciation and amortization expense, unallocated corporate general and administrative expense, interest, other income and expense, income taxes, and costs not considered to be ongoing costs of the segment. Segment profit is comparable to segment adjusted EBITDA amounts reported in prior years.


Segment strategy highlights
peopleready
A TRUEBLUE COMPANY
peoplemanagement
A TRUEBLUE DIVISION
peoplescout
A TRUEBLUE COMPANY
JobStackTM creating favorable differentiation with customers and associates
30% of all jobs now filled by JobStack
15%+ potential operating margin on incremental revenue
Attractive on-premise solution
Perfect fit for larger clients with longer-duration / strategic need for contingent workers
Strength in the e-commerce vertical
Focused on new client wins and margin expansion
Global RPO market experiencing strong growth
Leverage TMP acquisition to compete for multi-continent engagements
Industry leading proprietary technology – rolling out AffinixTM, a next-generation HR tool
Attractive-margin business with compelling value proposition
Boost shareholder returns through share repurchase
7

Lower debt and ample liquidity



Note: Balances as of fiscal period end.
[1] Calculated as total debt divided by the sum of total debt plus shareholders' equity.

Outlook

Q4 2018 outlook

Amounts in millions, except per share data

Revenue	Outlook	Growth	Notes
Total[1]	$642 to $659	-4% to -2%	• Divested revenue (PlaneTechs) and acquired revenue (TMP) roughly off-set • -3% headwind from energy business peak in Q4-17 • -4% headwind from loss of Amazon Canadian business
PeopleReady	$392 to $399	0% to 2%	• -4% headwind from energy business peak in Q4-17
PeopleManagement	$181 to $187	-20% to -17%	• -11% headwind from loss of Amazon Canadian business • -5% headwind from divested PlaneTechs revenue
PeopleScout	$69 to $72	35% to 42%	• Outlook reflects organic growth of 9% to 15%

Profitability & Capital Expenditures	Outlook	Notes
Net income per diluted share	$0.34 to $0.41	• Assumes an effective income tax rate of 16% • $4.9M of add-backs related to integration and acquisition costs, implementation costs for cloud-based systems and accelerated vesting of stock associated with the CEO transition • Assumes diluted weighted average shares outstanding of 40.0 million
Adjusted net income per diluted share	$0.55 to $0.62	
Capital expenditures	$4	

[1] Figures may not sum to consolidated totals due to rounding.

Select 2018 outlook information

Amounts in millions

PeopleManagement: Amazon

- Loss of Amazon Canadian business effective September 1, 2018 is expected to create a revenue headwind of approximately $24M in Q4-18 (11% for PeopleManagement and 4% for total TBI)

Memo: Amazon Historical	Q4-17	Q1-18	Q2-18	Q3-18
Revenue	$24	$12	$6	$6
Segment Profit	2.4	1.4	0.7	0.6

PeopleReady: Energy

- The quarterly run-rate for this business is about $10M in 2018 and faces a prior year comparison of $26M in Q4-18; implied revenue headwind of approximately $16M in Q4-18 (4% for PeopleReady and 3% for total TBI)

Memo: Energy Historical	Q4-17	Q1-18	Q2-18	Q3-18
Revenue	$26	$13	$8	$9

Note: Figures may not sum to consolidated totals due to rounding.

Appendix

NON-GAAP FINANCIAL MEASURES AND NON-GAAP RECONCILIATIONS

In addition to financial measures presented in accordance with U.S. GAAP, we monitor certain non-GAAP key financial measures. The presentation of these non-GAAP financial measures is used to enhance the understanding of certain aspects of our financial performance. It is not meant to be considered in isolation, superior to, or as a substitute for the directly comparable financial measures prepared in accordance with U.S. GAAP, and may not be comparable to similarly titled measures of other companies.

Non-GAAP Measure	Definition	Purpose of Adjusted Measures
EBITDA and Adjusted EBITDA	EBITDA excludes from net income: - interest and other income (expense), net, - income taxes, and - depreciation and amortization. Adjusted EBITDA, further excludes: - Work Opportunity Tax Credit third-party processing fees, - acquisition/integration costs and - other costs.	- Enhances comparability on a consistent basis and provides investors with useful insight into the underlying trends of the business. - Used by management to assess performance and effectiveness of our business strategies. - Provides a measure, among others, used in the determination of incentive compensation for management.
Adjusted net income and Adjusted net income, per diluted share	Net income and net income per diluted share, excluding: - adjustment to the gain on divestiture, - amortization of intangibles of acquired businesses, - acquisition/integration costs, - other costs, - tax effect of each adjustment to U.S. GAAP net income, and - adjust income taxes to the expected effective tax rate.	- Enhances comparability on a consistent basis and provides investors with useful insight into the underlying trends of the business. - Used by management to assess performance and effectiveness of our business strategies.
Organic revenue	Revenue from services excluding acquired entity revenue.	- Enhances comparability on a consistent basis and provides investors with useful insight into the underlying trends of the business. - Used by management to assess performance and effectiveness of our business strategies.

1. RECONCILIATION OF U.S. GAAP NET INCOME TO ADJUSTED NET INCOME AND ADJUSTED NET INCOME, PER DILUTED SHARE (Unaudited)

	Q3 2018	Q3 2017	Q4 2018 Outlook*
	13 Weeks Ended	13 Weeks Ended	13 Weeks Ended
(in thousands, except for per share data)	Sep 30, 2018	Oct 1, 2017	Dec 30, 2018
Net income	$ 24,380	$ 21,221	$ 13,800 — $ 16,300
Adjustment to the gain on divestiture (1)	385	—	—
Amortization of intangible assets of acquired businesses	5,193	5,353	5,200
Acquisition/integration costs (2)	1,226	—	1,500
Other costs (3)	3,005	—	3,200
Tax effect of adjustments to net income (4)	(1,569)	(1,499)	(1,600)
Adjustment of income taxes to normalized effective rate (5)	(852)	(299)	—
Adjusted net income	$ 31,768	$ 24,776	$ 22,100 — $ 24,600
Adjusted net income, per diluted share	$ 0.79	$ 0.60	$ 0.55 — $ 0.62
Diluted weighted average shares outstanding	40,073	41,276	40,000

2. RECONCILIATION OF U.S. GAAP NET INCOME TO EBITDA AND ADJUSTED EBITDA (Unaudited)

	Q3 2018	Q3 2017	Q4 2018 Outlook*
	13 Weeks Ended	13 Weeks Ended	13 Weeks Ended
(in thousands)	Sep 30, 2018	Oct 1, 2017	Dec 30, 2018
Net income	$ 24,380	$ 21,221	$ 13,800 — $ 16,300
Income tax expense	3,630	7,838	2,600 — 3,100
Interest and other (income) expense, net	340	219	(400)
Depreciation and amortization	10,586	11,189	10,100
EBITDA	38,936	40,467	26,200 — 29,200
Work Opportunity Tax Credit processing fees (6)	241	180	200
Acquisition/integration costs (2)	1,226	—	1,500
Other costs (3)	3,005	—	3,200
Adjusted EBITDA	$ 43,408	$ 40,647	$ 31,100 — $ 34,100

* Totals may not sum due to rounding

See the last slide of the appendix for footnotes.

3. RECONCILIATION OF U.S. GAAP REVENUE TO ORGANIC REVENUE (Unaudited)

(in thousands)	Q3 2018 13 Weeks Ended Sep 30, 2018	Q3 2017 13 Weeks Ended Oct 1, 2017
Revenue from services	$ 680,371	$ 660,780
Acquired entity revenue	(15,032)	—
Organic revenue	$ 665,339	$ 660,780

Footnotes:

1. Adjustment to the gain on the divestiture of our PlaneTechs business as we continue to finalize actual costs incurred. PlaneTechs was sold mid-March 2018.
2. Acquisition/integration costs relate to the acquisition of TMP Holdings LTD completed on June 12, 2018.
3. Other costs include implementation costs for cloud-based systems and accelerated vesting of stock associated with the CEO transition.
4. Total tax effect of each of the adjustments to U.S. GAAP net income using the expected ongoing rate of 16 percent for 2018, due to the enacted U.S. Tax Cuts and Jobs Act, and 28 percent for 2017.
5. Adjustment of the effective income tax rate to the expected ongoing rate of 16 percent for 2018, due to the enacted U.S. Tax Cuts and Jobs Act, and 28 percent for 2017.
6. These third-party processing fees are associated with generating the Work Opportunity Tax Credits, which are designed to encourage employers to hire workers from certain targeted groups with higher than average unemployment rates and reduce our income taxes.

Investor Roadshow Presentation

November 2018

Forward-Looking Statements

This document contains forward-looking statements relating to our plans and expectations, all of which are subject to risks and uncertainties. Such statements are based on management's expectations and assumptions as of the date of this release and involve many risks and uncertainties that could cause actual results to differ materially from those expressed or implied in our forward-looking statements including: (1) national and global economic conditions, (2) our ability to attract and retain customers, (3) our ability to maintain profit margins, (4) new laws and regulations that could have a material effect on our operations or financial results, (5) our ability to successfully complete and integrate acquisitions (6) our ability to attract sufficient qualified candidates and employees to meet the needs of our customers, (7) our ability to successfully execute on business strategies and initiatives such as the consolidation of our businesses and leveraging of mobile technology, and (8) uncertainty surrounding the interpretation and application of the recent 2017 Tax Cuts and Jobs Act and any reduction or change in tax credits we utilize, including the Work Opportunity Tax Credit. Other information regarding factors that could affect our results is included in our Securities Exchange Commission (SEC) filings, including the company's most recent reports on Forms 10-K and 10-Q, copies of which may be obtained by visiting our website at www.trueblue.com under the Investor Relations section or the SEC's website at www.sec.gov. We assume no obligation to update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise, except as required by law. Any other reference to future financial estimates are included for informational purposes only and subject to risk factors discussed in our most recent filings with the SEC.

In addition, we use several non-GAAP financial measures when presenting our financial results in this document. Please refer to the reconciliations between our GAAP and non-GAAP financial measures in the appendix to this presentation and on our website at www.trueblue.com under the Investor Relations section for a complete perspective on both current and historical periods. The presentation of these non-GAAP financial measures is used to enhance the understanding of certain aspects of our financial performance. It is not meant to be considered in isolation, superior to, or as a substitute for the directly comparable financial measures prepared in accordance with U.S. GAAP, and may not be comparable to similarly titled measures of other companies. Any comparisons made herein to other periods are based on a comparison to the same period in the prior year unless otherwise stated.

Investment Highlights

Market Leader	**Market leader in U.S. industrial staffing and global RPO with increasingly diverse service offerings**
Track Record	Track record of favorable growth and investor returns
Positioning	**Well positioned in attractive vertical markets with flexibility to respond to emerging trends**
Innovation	**Leveraging technology to drive growth, competitive differentiation, and increased efficiency**
Return of Capital	Strong balance sheet and cash flow to support stock buybacks

TrueBlue at a Glance

108,000
Customers served annually with strong diversity[1]

740,000
People connected to work during 2017

One of the largest U.S. industrial staffing providers

#1
Global RPO provider[2]

2013-2017 Revenue CAGR
11% Growth

2013-2017 Average Return on Equity[3]
16% Return

$2.5B
2017 Revenue

PeopleScout named a Leader and Star Performer by Everest Group for service delivery, technology and buyer satisfaction

HRO Today magazine repeatedly recognizes PeopleScout as a global market leader

Thousands of veterans hired each year via internal programs as well as Hiring Our Heroes and Wounded Warriors

Recognized for breakthrough board practices that promote greater diversity and inclusion

[1] No single customer accounted for more than 3% of total revenue for FY 2017.
[2] Source: Everest Group. Overall recruitment process outsourcing rankings by annual number of hires (2017).
[3] Calculated as adjusted net income divided by average shareholders' equity over the prior four quarters.

Three Specialized Segments Meet Diverse Customer Needs

PeopleReady	PeopleManagement	PeopleScout
On-demand contingent labor for industrial customers	On-site contingent workforce management solutions[1]	Talent solutions for recruiting permanent employees[2]

	PeopleReady	PeopleManagement	PeopleScout
Revenue mix[3]	60%	32%	8%
Segment profit[3]	54%	19%	27%
Margin	5%	3%	21%

[1] We use the following distinct brands to market our PeopleManagement contingent workforce solutions: Staff Management | SMX, SIMOS Insourcing Solutions and Centerline.
[2] Also includes managed service provider business, which provides customers with improved quality and spend management of their contingent labor vendors.
[3] Revenue and segment profit calculations based on FY 2017. Starting in FY 2018 we are evaluating performance based on segment revenue and segment profit. Segment profit is comparable to segment adjusted EBITDA amounts reported in prior periods, and this change did not impact the mix of profit by segment. Segment profit includes revenue, related cost of services, and ongoing operating expenses directly attributable to the reportable segment. Segment profit excludes goodwill and intangible impairment charges, depreciation and amortization expense, unallocated corporate general and administrative expense, interest, other income and expense, income taxes, and costs not considered to be ongoing costs of the segment.

Solving Workforce Challenges Globally

Workforce solutions is a good place to be, as businesses increasingly turn to human capital experts to help solve global talent challenges.

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Shifting Workplace Dynamics

A worker shortage is affecting key segments. TrueBlue targets four of the occupations with the highest expected job growth by 2024.[1]

Demographic Changes

By 2050, the U.S. population over age 65 will be almost double 2012 levels;[2] other developed countries are experiencing similar trends.

Workforce Complexity

Workforces are becoming increasingly complex and global. Companies are struggling to develop multiple value propositions for an increasingly diverse workforce.

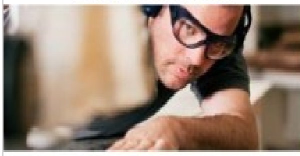
We deliver a robust customer value proposition with specialized workforce solutions for staffing, workforce management, and recruitment process outsourcing.

[1] Bureau of Labor Statistics Employment Projections: Occupations with the most job growth, 2016-2026. Industrial staffing and RPO jobs: #2: food prep/serving workers, #8: labor, freight, stock, and material movers, #12: construction laborers and #16: customer service representatives.
[2] U.S. Census Bureau, An Aging Nation: The Older Population in the United States (2014).

Strong Position in Attractive Vertical Markets

Industry Dynamics

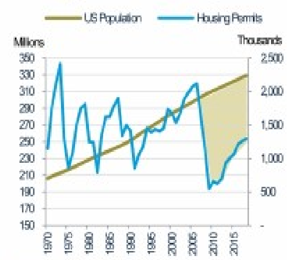
Construction



- Structural labor shortages drive demand for staffing services
- Household formation outpacing housing starts, creating pent-up demand

FY-17 Business Mix: 23%

Housing Starts Have Not Kept Pace



Source: U.S. Census Bureau

Manufacturing

- U.S. manufacturing renaissance driving job growth again
- Increased incentives to "reshore" including increasing wages in China, offshore product quality concerns, and logistics costs
- Political climate favoring investments in domestic production

FY-17 Business Mix: 26%

U.S. Manufacturing Renaissance

Source: U.S. Board of Governors of the Federal Reserve System (FRB)

Transport & Wholesale

- Acute supply / demand gap and high driver turnover
- New safety regulations such as shorter shifts driving higher demand
- Just-in-time production / inventory management driving need for flexibility

FY-17 Business Mix: 22%

Wholesale Trade At New High

Source: Bureau of Labor Statistics

Retail & Services

- Rapid demand changes in the industry requiring a high degree of worker flexibility
- E-commerce driving the need for more warehouses and more workers per warehouse
- Traditional bricks-and-mortar retailers developing on-line presence just to keep pace

FY-17 Business Mix: 20%

E-commerce Growing % of Retail Sales

Source: U.S. Census Bureau

Powerful Secular Forces in Industrial Staffing

6% Growing Market

- U.S. industrial staffing market has grown 6% annually since 2010[1]
- Projected to be a $50B market by 2025[2]

Compelling Technology

- Moving from branches and paper checks to mobile connectivity and electronic payments
- Opportunity to enhance efficiency and growth

Positive Demographic Trends

- Skilled worker shortages in key areas where TrueBlue specializes and has a recruiting edge (e.g. skilled construction and truck drivers)
- Deepening of the general contingent labor pool:
  - Influx of lower skilled workers
  - Aging baby boomers embracing the gig economy (semi-retired)

Rise of E-commerce

- Rapidly increasing headcount needs for e-commerce – more workers needed per warehouse to facilitate expedited delivery and handle returns
- Traditional warehousing focused on moving pallets; e-commerce involves individual pieces and an increased need for a flexible workforce

Temporary Help Penetration Growth

- Growth in temporary staffing employment is outpacing the overall labor market growth:
  - Uneven demand and dramatic seasonal volume drives more contingent hiring
  - Economic uncertainty associated with the longer cycle makes contingent labor more attractive

On-Shoring Comeback

- Domestic manufacturing is starting to make a comeback, with >1 million new jobs since 2010[3]
- Political climate making overseas investments/dependence less attractive
- Rising wages in developing countries; higher shipping costs; concerns about quality and production speed

[1] Source: Staffing Industry Analysts.
[2] Source: TrueBlue estimate based on 6% CAGR from 2018 to 2025.
[3] Source: Bureau of Labor Statistics.

Segment Strategy Highlights

peopleready A TRUEBLUE COMPANY	peoplemanagement A TRUEBLUE DIVISION	peoplescout A TRUEBLUE COMPANY
Leverage Digital Strategy	**Grow On-Premise Solutions**	**Capitalize on Market Leadership**
• Compelling JobStack™ technology and established branch network • Value creation: 24/7 order fulfilment, enhanced customer/worker experience • 15%+ margins on incremental revenue	• Differentiated offering • Perfect fit for larger customers with longer-duration / strategic need for contingent workers • Strength in the e-commerce vertical	• Recognized global leader • High growth market • Attractive margins **Leverage Digital Strategy** • Best-in-class proprietary technology (Affinix™) • Mobile-first, AI-enabled, cloud-based platform • Streamlines the candidate sourcing process

Boost shareholder returns through share repurchase

peopleready
A TRUEBLUE COMPANY

JobStack™ Mobile App – A Competitive Differentiator

JobStack™ is a next generation mobile app that algorithmically matches workers with available jobs.

Compelling Technology	Driving Value for TrueBlue
24/7 order creation	Round-the-clock revenue generation
Real-time order fill rates	Improved associate experience
Associate ratings	Lift associate quality
Worksite ratings	Enhanced communication & safety
Work week control	Tap into larger and more diverse talent pool

On-premise and E-commerce

Driving
On-premise

- **Perfect fit** for larger customers with longer-duration / strategic need for contingent workers
- **Staff Management** is PeopleManagement's flagship on-premise solution and a recognized industry leader

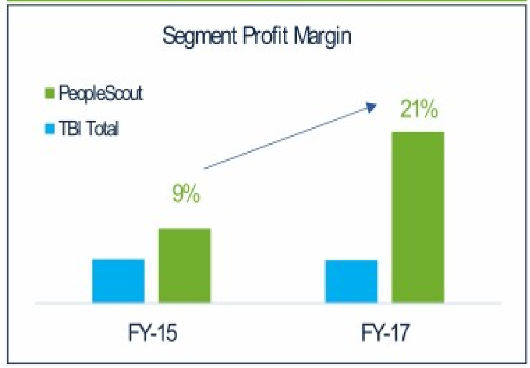
E-commerce
Vertical Leadership

- **Labor intensive** pick-and-pack movement v. traditional bulk pallets
- **Increasing demand** for PeopleManagement's ability to deliver a flexible, fully sourced and managed workforce

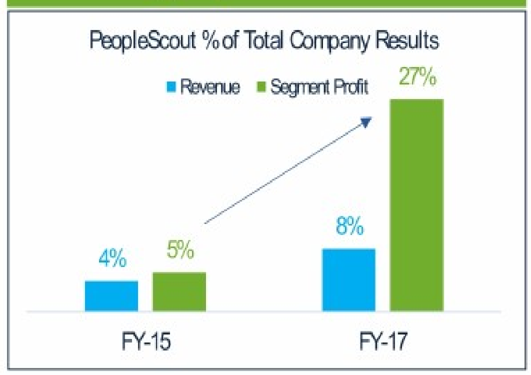
PeopleScout: Attractive Margin and Rapid Growth

- **Industry Leadership**
  - #1 global provider of enterprise RPO[1]
  - Emerging healthcare vertical strength
- **Differentiated Service**
  - Proprietary technology drives value-add recruitment capabilities
- **Growing Market**
  - 12% global market growth CAGR[2]
- **Global Prospects**
  - Opportunity to broaden footprint in Europe and Asia Pacific

High Margin Business



Increasing Importance to TrueBlue



[1] Source: Everest Group. Overall RPO rankings by annual number of hires (2017).
[2] Source: NelsonHall (2018). Represents estimated market CAGR from 2017-2022.

TMP Strengthens PeopleScout's European Presence[1]

peoplescout A TRUEBLUE COMPANY + TMP Holdings LTD

Increases scale in a high growth RPO market

- Bolsters PeopleScout's position as #1 global provider of RPO services[2]
- Global RPO market is expected to grow 12% over the next five years[3]

Expands presence in high margin business

- PeopleScout's segment profit margin was >20% in 2017

Provides opportunity to accelerate growth with multi-continent engagements

- 30% of all RPO engagements are now multi-country[3]
- UK presence improves our ability to compete on multi-continent RPO engagements

Employer branding adds new in-demand solution

- Employer branding present in >50% of all RPO engagements
- Adds an appealing solution to our existing RPO services

Entry into attractive UK market

- UK RPO market is the 2nd largest in the world (after the US)
- TMP is a recognized RPO provider in the UK

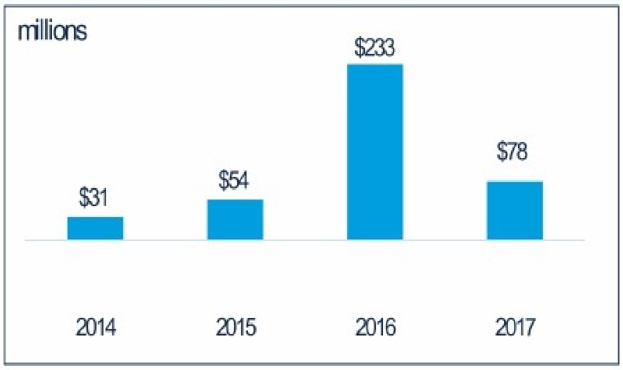
[1] On June 12, 2018, TrueBlue acquired TMP Holdings LTD, a mid-sized RPO provider in the UK. See press release and presentation at trueblue.com for further details on the acquisition.
[2] Source: Everest Group. Overall RPO rankings by annual number of hires (2017).
[3] Source: NelsonHall. Estimated market CAGR from 2017-2022; % multi-country RPO contracts for 2016/2017.

Well Positioned to Boost Shareholder Returns with Buybacks

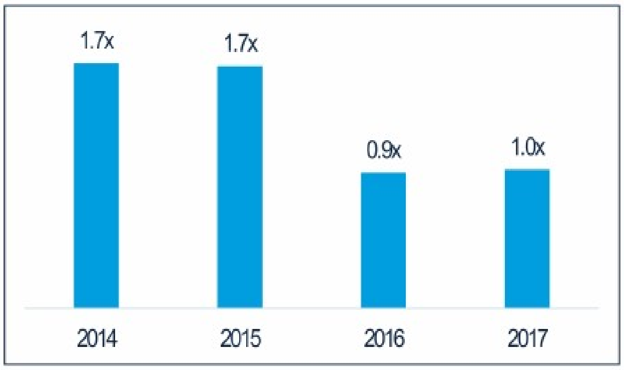
Highlights

- $100M stock buyback authorization[1]
- Ample cash flow generation
- Strong balance sheet

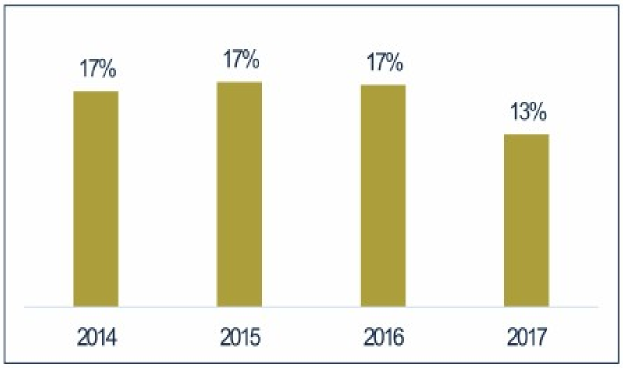
Free Cash Flow[2]



Total Debt to Adjusted EBITDA[3]



Return on Equity[4]



[1] $100 million stock repurchase authorization announced on 30 October, 2017. $68 million remaining under the authorization as of September 30, 2018.
[2] Calculated as net cash provided by operating activities, minus purchases for property and equipment.
[3] See the appendix to this presentation and "Financial Information" in the Investors section of our website at www.trueblue.com for a definition and full reconciliation of non-GAAP financial measures to GAAP financial results.
[4] Calculated as adjusted net income divided by average shareholders' equity at the end of the prior four quarters.

Appendix

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THE PEOPLE COMPANY

NON-GAAP FINANCIAL MEASURES AND NON-GAAP RECONCILIATIONS

In addition to financial measures presented in accordance with U.S. GAAP, we monitor certain non-GAAP key financial measures. The presentation of these non-GAAP financial measures is used to enhance the understanding of certain aspects of our financial performance. It is not meant to be considered in isolation, superior to, or as a substitute for the directly comparable financial measures prepared in accordance with U.S. GAAP, and may not be comparable to similarly titled measures of other companies.

Non-GAAP Measure	Definition	Purpose of Adjusted Measures
EBITDA and Adjusted EBITDA	EBITDA excludes from net income (loss): - interest and other income (expense), net, - income taxes, and - depreciation and amortization. Adjusted EBITDA, further excludes: - acquisition/integration and other costs, - goodwill and intangible asset impairment charge, and - Work Opportunity Tax Credit third-party processing fees.	- Enhances comparability on a consistent basis and provides investors with useful insight into the underlying trends of the business. - Used by management to assess performance and effectiveness of our business strategies. - Provides a measure, among others, used in the determination of incentive compensation for management.
Adjusted net income and Adjusted net income, per diluted share	Net income (loss) and net income (loss) per diluted share, excluding: - acquisition/integration and other costs, - goodwill and intangible asset impairment charge, - amortization of intangibles of acquired businesses, as well as accretion expense related to acquisition earn-out, - tax effect of each adjustment to U.S. GAAP net income (loss), and - adjusted income taxes to the expected effective tax rate.	- Enhances comparability on a consistent basis and provides investors with useful insight into the underlying trends of the business. - Used by management to assess performance and effectiveness of our business strategies.
Free cash flow	Net cash provided by operating activities, minus cash purchases for property and equipment.	- Used by management to assess cash flows

1. RECONCILIATION OF U.S. GAAP NET INCOME (LOSS) TO ADJUSTED NET INCOME AND ADJUSTED NET INCOME, PER DILUTED SHARE (Unaudited)

(in thousands, except for per share data)*	2017 52 Weeks Ended Dec 31, 2017	2016 53 Weeks Ended Jan 1, 2017	2015 52 Weeks Ended Dec 25, 2015	2014 52 Weeks Ended Dec 26, 2014
Net income (loss)	$ 55,456	$ (15,251)	$ 71,247	$ 65,675
Acquisition/integration and other costs (1)	162	12,223	5,135	5,220
Goodwill and intangible asset impairment charge (2)	—	103,544	—	—
Amortization of intangible assets of acquired businesses (3)	22,290	27,069	19,903	12,046
Tax effect of adjustments to net income (loss) (4)	(6,287)	(39,994)	(7,011)	(4,834)
Adjustment of income taxes to normalized effective rate (5)	380	606	(1,805)	(6,747)
Adjusted net income	$ 72,001	$ 88,197	$ 87,469	$ 71,360
Adjusted net income, per diluted share	$ 1.74	$ 2.10	$ 2.10	$ 1.73
Diluted weighted average shares outstanding	41,441	41,968	41,622	41,176

2. RECONCILIATION OF U.S. GAAP NET INCOME (LOSS) TO EBITDA AND ADJUSTED EBITDA (Unaudited)

(in thousands)	2017 52 Weeks Ended Dec 31, 2017	2016 53 Weeks Ended Jan 1, 2017	2015 52 Weeks Ended Dec 25, 2015	2014 52 Weeks Ended Dec 26, 2014
Net income (loss)	$ 55,456	$ (15,251)	$ 71,247	$ 65,675
Income tax expense (benefit)	22,094	(5,089)	25,200	16,169
Interest and other (income) expense, net	14	3,345	1,395	(116)
Depreciation and amortization	46,115	46,692	41,843	29,474
EBITDA	123,679	29,697	139,685	111,202
Acquisition/integration and other costs (1)	162	12,223	5,135	5,220
Goodwill and intangible asset impairment charge (2)	—	103,544	—	—
Work Opportunity Tax Credit processing fees (6)	805	1,858	2,352	3,020
Adjusted EBITDA	$ 124,646	$ 147,322	$ 147,172	$ 119,442

See the last slide of the appendix for footnotes.

3. RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO FREE CASH FLOWS (Unaudited)

	2017	2016	2015	2014
	52 Weeks Ended	53 Weeks Ended	52 Weeks Ended	52 Weeks Ended
(in thousands)	Dec 31, 2017	Jan 1, 2017	Dec 25, 2015	Dec 26, 2014
Net cash provided by operating activities	$ 99,851	$ 261,754	$ 72,072	$ 47,525
Capital expenditures	(21,958)	(29,042)	(18,394)	(16,918)
Free cash flows	$ 77,893	$ 232,712	$ 53,678	$ 30,607

See the last slide of the appendix for footnotes.

Footnotes:

1. Acquisition/integration and other costs related to the acquisition of the recruitment process outsourcing business of Aon Hewitt, which was completed on January 4, 2016, the acquisition of SIMOS, which was completed on December 1, 2015, the acquisition of Seaton, which was completed on June 30, 2014, the acquisition of MDT, which was completed on February 4, 2013, the acquisition of The Work Connection, which was completed October 1, 2013 and the acquisition of certain assets of Crowley Transportation Services, which was completed June 2013. In addition, other charges for the fiscal year ended December 31, 2017, include a workforce reduction charge of $2.5 million primarily associated with employee reductions in the PeopleReady business, offset by $2.3 million of workers' compensation benefit. The workers' compensation benefit is associated with the favorable settlement of insurance coverage associated with a former insurance company and other items not considered part of our core operations. Other charges for the fiscal year ended January 1, 2017, consist of costs of $2.6 million associated with our exit from the Amazon delivery business, $1.3 million adjustment to increase the earn-out associated with the acquisition of SIMOS, and branch signage write branch signage write-offs of $1.6 million due to our re-branding to PeopleReady.
2. The Goodwill and intangible asset impairment charge for the fiscal year ended January 1, 2017, included $99.3 million of impairment charges relating to our Staff Management | SMX, hrX, and PlaneTechs reporting units, and write-off of the CLP and Spartan reporting unit trade names/trademarks of $4.3 million due to the re-branding to PeopleReady. Note, our PeopleScout and hrX service lines were combined during fiscal 2016 and now represent a single operating unit (PeopleScout).
3. Amortization of intangible assets of acquired businesses as well as accretion expense related to the SIMOS acquisition earn-out.
4. Total tax effect of each of the adjustments to U.S. GAAP net income (loss) using the expected rate of 28 percent.
5. Adjustment of the effective income tax rate to the expected rate of 28 percent.
6. These third-party processing fees are associated with generating the Work Opportunity Tax Credits, which are designed to encourage employers to hire workers from certain targeted groups with higher than average unemployment rates and reduce our income taxes.